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WOMEN'S BUREAU
JUN 2 1945
DEPARTMENT OF LABOR

LABOR MARKET DEVELOPMENTS IN NEW YORK STATE

- JUNE 1945 -

WAR MANPOWER COMMISSION
NEW YORK

WAR MANPOWER COMMISSION
Region II
Division of Reports and Analysis

LABOR MARKET DEVELOPMENTS IN NEW YORK STATE

June 1945

Note:

Because of rapid readjustments in production and labor requirements following VE-Day and consequent outdating of information received, the May 1945 issue of the Labor Market Developments Report was not published. The June issue has been prepared in abridged form in order to permit quick publication. To provide a continuous record for the period not covered, the Appendix contains tables based on employer reports of current and required employment submitted on March 15 and on May 15, 1945.

LABOR MARKET DEVELOPMENTS

June 1945

War Manpower Commission
New York State — Anna M. Rosenberg, Regional Director

Division of Reports and Analysis
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Volume V — Number 3

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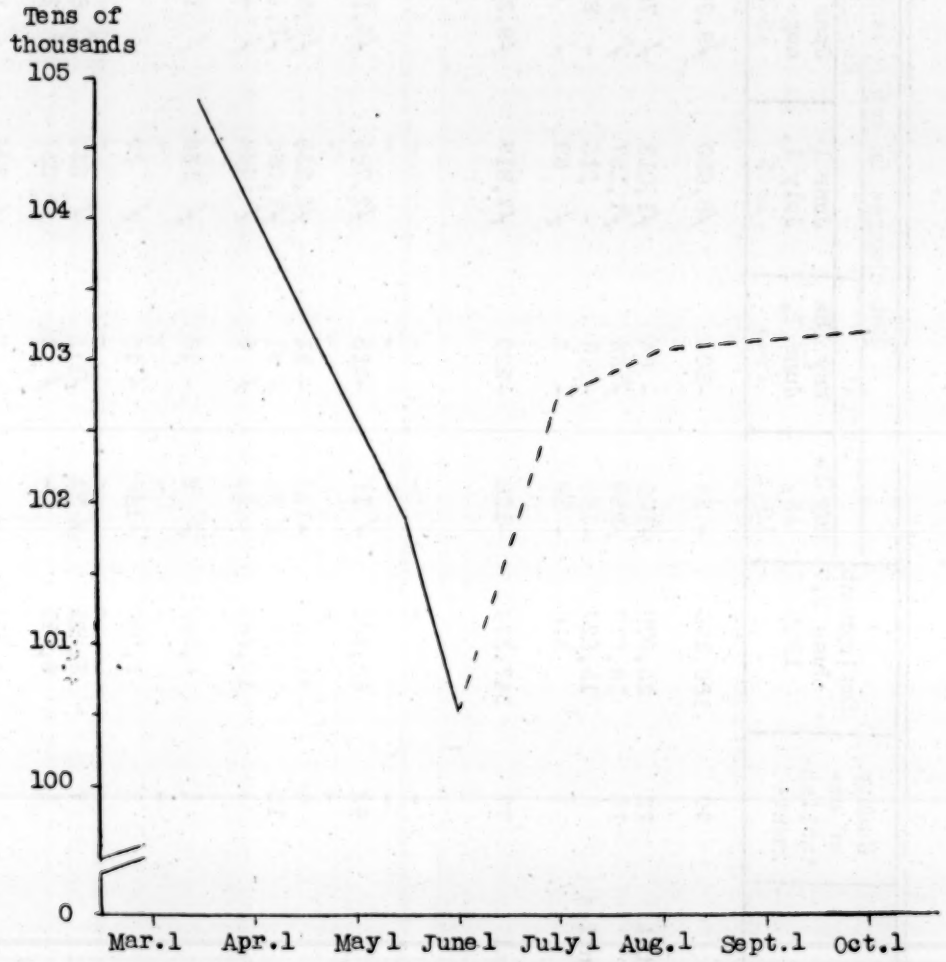
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CHART A - EMPLOYMENT TRENDS IN MAJOR WAR INDUSTRIES
March 15 - October 1, 1945

1. New York State



Legend: ——— Actual employment-----Estimated June 1, 1945

Source: Reports of Current and Required Employment (ES-270), for 520 matched establishments.

TABLE A - ACTUAL AND REQUIRED EMPLOYMENT CHANGES IN SELECTED PRIORITY ESTABLISHMENTS a/
New York State, by Classified Labor Market Area b/
May 1 - October 1, 1945

Labor market area	Number of establishments	Employment June 1, 1945	Net changes in employment				
			Actual		Required		
			May 1-15, 1945	May 15-June 1, 1945	June 1-July 1, 1945	June 1-Aug. 1, 1945	June 1-Oct. 1, 1945
State total	99	182,394	- 24	-304	/8,830	/9,995	/10,690
Metropolitan Region - total	22	35,020	/102	- 84	/1,013	/ 769	/ 483
New York City	16	18,877	/289	/133	/1,157	/1,513	/ 1,527
Nassau and Suffolk Counties	5	15,827	-168	-215	- 213	- 813	- 1,113
Westchester County	1	316	- 19	- 2	/ 69	/ 69	/ 69
Remainder of State - total	77	147,374	-126	-220	/7,817	/9,226	/10,207
Classified Upstate Areas							
Albany	-	-	-	-	-	-	-
Binghamton	-	-	-	-	-	-	-
Buffalo	42	62,780	/ 11	-388	/2,786	/3,126	/ 3,541
Elmira	-	-	-	-	-	-	-
Rochester	6	41,037	-127	- 11	/2,235	/2,545	/ 2.354
Syracuse	10	19,369	/ 89	/ 61	/1,064	/1,438	/ 1,935
Utica	4	10,683	- 24	/ 5	/ 444	/ 494	/ 544
Auburn	1	1,587	/ 2	- 16	/ 138	/ 138	/ 138
Batavia	-	-	-	-	-	-	-
Dunkirk	2	1,990	-146	/ 19	/ 29	/ 29	/ 29
Geneva	-	-	-	-	-	-	-
Jamestown	7	3,029	/ 73	/116	/ 538	/ 873	/ 1,083
Massena	1	5,111	-	/ 1	/ 237	/ 237	/ 237
Other areas	4	1,788	- 4	- 7	/ 346	/ 346	/ 346

a/ Covers plants assigned priority categories 1 or 3 by Manpower Priorities Committees because they are engaged in "mu or critically needed war production that is or threatens to fall behind schedule owing to manpower shortages.

b/ Labor market areas in which there is a city of 50,000 or more population or in which special labor supply problems exist are classified according to adequacy of labor supply.

Source: Reports of Current and Required Employment (ES-270), June 1, 1945.

WAR INDUSTRY DEVELOPMENTS IN NEW YORK STATE

Labor demand in 547 leading firms totals 26,700

War industry in New York State continued to require a substantial rise in labor force, according to June 1 reports, in order to meet production quotas. The net staff increase desired in 547 leading war or essential civilian plants in the State between June 1 and August 1, 1945 was 26,700. Of the entire group of reporting firms, 504 plants with stable or expanding schedules called for 44,700 additional workers (exclusive of replacements) between June 1 and August 1, while 43 establishments with contracting schedules stated that they could operate with 18,000 fewer employees by August. The 547 establishments employed, at the beginning of June, 1,025,000 workers, of whom one-third were women. (See Tables D, E, and F.) 1/

There has been some reduction in demand since June 1; notices of production cutbacks received at the WMC Regional Office during the first half of June reported that some 13,000 war workers in New York State would be affected during June and July. (See Table B.) Past experience has shown, however, that not all workers on the production cut back have been laid off. In some plants, hours have been reduced in order to minimize layoffs; in others, workers have been transferred to divisions short of manpower. Moreover, there has been a continuous readjustment in labor demand (1) as old contracts have run out or have been cut back and as new contracts have been received and also (2) as replacements have been needed for workers who quit on their own.

Adequate labor supply not available for war production

Nor has VE-Day brought any solution to the labor supply problem. Reports of cutbacks have aggravated fear of layoffs and desire for postwar security on the part of war workers; quits along with actual layoffs have sharply accelerated the decline in war industry which has been fairly steady since the end of 1943. Employment declines since April 15, 1945 in leading essential plants in the State were roughly as follows: April 15 to May 1--7,000; May 1 to May 15--10,000; May 15 to June 1--13,000. The potential available labor supply has also gone up during this period. But only part of the supply has been available for war plants. Many of the laid-off war workers either did not have the qualifications or skills required, or did not wish to take the jobs open because of wage differentials and other conditions, or were not interested in immediate reemployment. The number of unemployment insurance claimants in the State were approximately 21,500 on April 13; 25,400 on May 4; 29,400 on May 18; 31,300 on June 1; and 46,200 on June 15. (See Table C.)

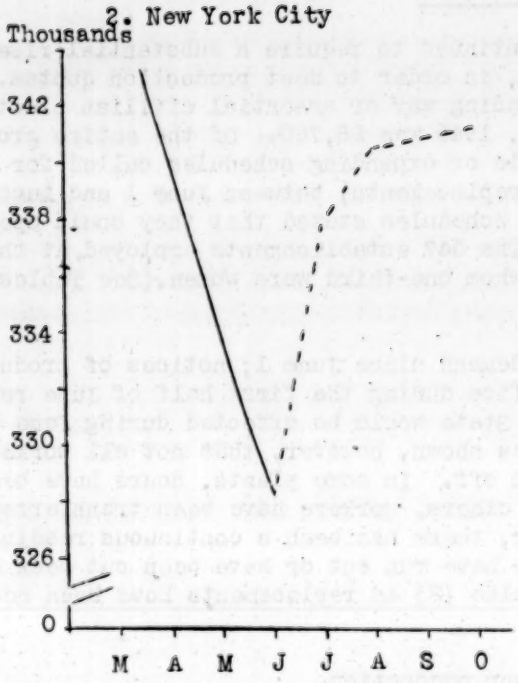
Priority firms seek 10,000 workers

About 100 establishments in New York State were in priority categories 1-3 on June 1 because, as a result of manpower shortages, they were or threatened to fall behind schedule on "must" or critically needed war production. These firms covered 18 per cent of the employment in the total number of reporting plants (547) and claimed a need for 10,000 workers (3,500 women) between June 1 and August 1, or 35 per cent of the total demand. The effectiveness of the WMC

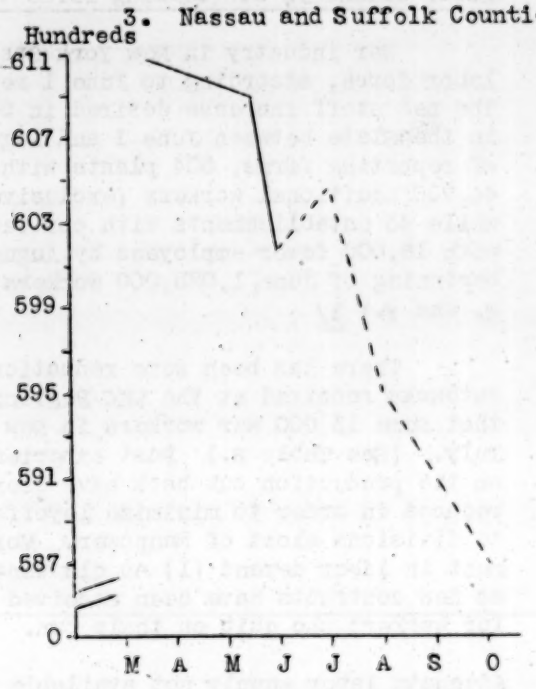
1/ To obtain quick information on latest developments, reports are being collected semimonthly from some 550 leading firms during the period May 15-July 1. These firms represent about 85 per cent of employment in the 1,200 firms covered in March 1945.

CHART A - EMPLOYMENT TRENDS IN MAJOR WAR INDUSTRIES
March 15 - October 1, 1945

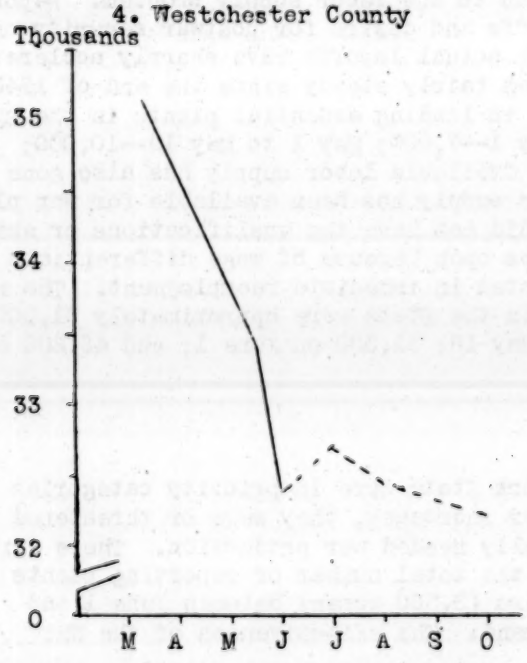
2. New York City



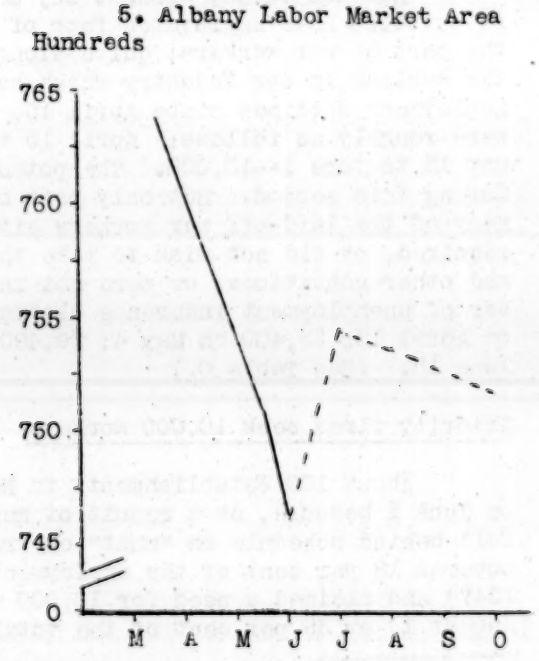
3. Nassau and Suffolk Counties



4. Westchester County



5. Albany Labor Market Area



Legend: ——— Actual employment - - - Estimated June 1, 1945

Source: Reports of Current and Required Employment (ES-270) for 520 matched establishments.

priority referral program can be measured by the comparative stability of employment in priority plants compared to the sharp downward trend in nonpriority plants (See Tables A and D.)

Largest expansion sought in electrical machinery industry; largest drop expected in aircraft industry

Labor losses in almost 500 of the State's largest war factories totaled 22,000 during the month of May, bringing the employment level down to 854,000 on June 1. Aircraft, shipbuilding, and ordnance plants suffered the largest employment drops between May 1 and June 1, amounting to 8,400, 5,500,and 3,800, respectively. Further declines were scheduled in the aircraft and ordnance industries, totaling some 12,000 between June 1 and August 1. But the electrical machinery industry reported on June 1 a need for 6,800 more workers by August 1, and the major shipyards wanted a net staff expansion of 3,700 by August. (See Table E.)

Metropolitan Region seeks 12,000 rise between June and August; Buffalo schedules 2,000 drop

Downward revisions of production requirements have had the strongest effect in the Buffalo Labor Market Area, where scheduled employment contractions (primarily aircraft) overshadowed expansion needs; 82 large plants wanted 4,900 more workers by August 1, but 9 other important establishments expected to operate with 6,900 fewer employees. In Syracuse, employment in essential industry, on an overall basis, was also expected to go down by August but to rise again by October.

While in other labor market areas, June 1 estimates of manpower requirements were generally smaller than pre-VE-Day estimates, labor needs were, nevertheless, quite substantial. The New York Metropolitan Region led, with its demand for a 12,000 working force increase between June 1 and August 1, despite the fact that in Nassau and Suffolk Counties essential employment was scheduled to drop. In the Albany, Binghamton, Elmira, Jamestown, and Rochester Labor Market Areas, the net manpower requirements in essential industry for the next two months, as reported on June 1, ranged from 1,200 to 4,200. (See Table D.)

10,000 women workers wanted 3,500 in priority plants

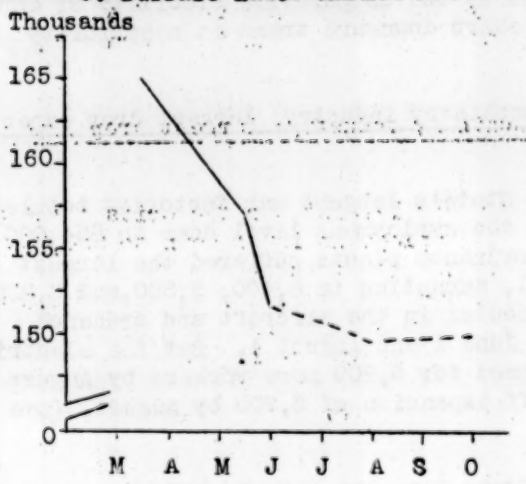
Female personnel in the 500-odd major establishments reporting at the beginning of June totaled 345,000, a drop of 7,500 since May 1. Employers sought to recoup their May losses and recruit 2,500 more women workers by August 1--in brief, to enlarge their female force by 10,000 between June and August. Of this total, 4,400 were wanted in New York City and from 1,000 to 1,800 in Binghamton, Elmira, Rochester, and Utica. Almost 5,000 women were needed in the electrical machinery industry, while 5,500 fewer were wanted in the ordnance and aircraft industries. (See Table F.) Of the 3,500 increase in female personnel desired in priority plants between June and August, 1,100 were wanted in Rochester, and between 350 and 800 each in New York City, Buffalo, Syracuse, Utica, and Jamestown.

Buffalo reclassified to Group II

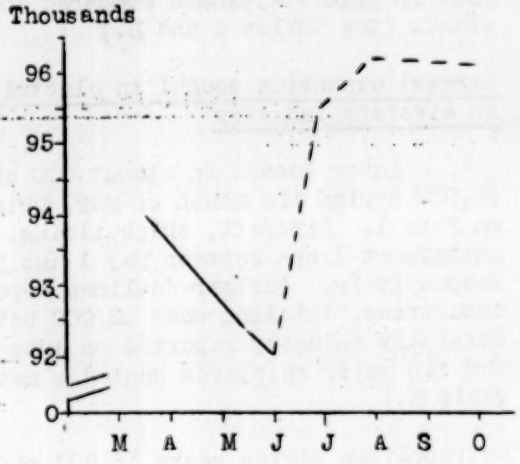
Effective June 21, the Buffalo Labor Market Area has been reclassified from Group I (area of acute labor shortages) to Group II (area of labor shortages but approaching a balanced labor demand-supply situation). Recent production cutbacks have resulted in a larger supply of manpower, compared to earlier periods, along with a reduction in labor demand.

CHART A - EMPLOYMENT TRENDS IN MAJOR WAR INDUSTRIES
March 15 - October 1, 1945

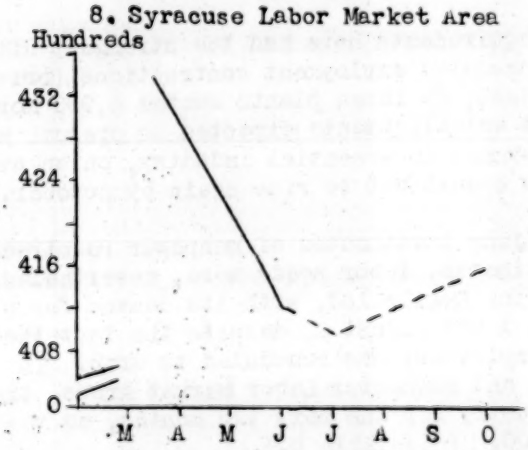
6. Buffalo Labor Market Area



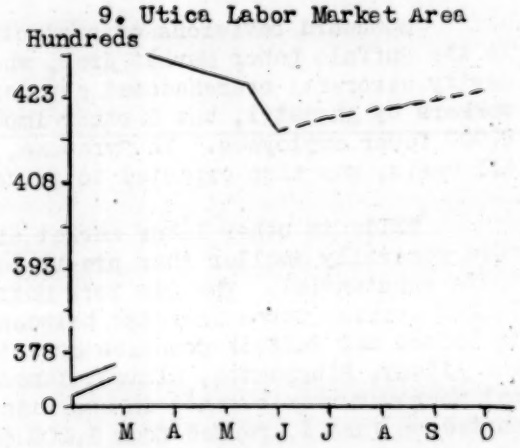
7. Rochester Labor Market Area



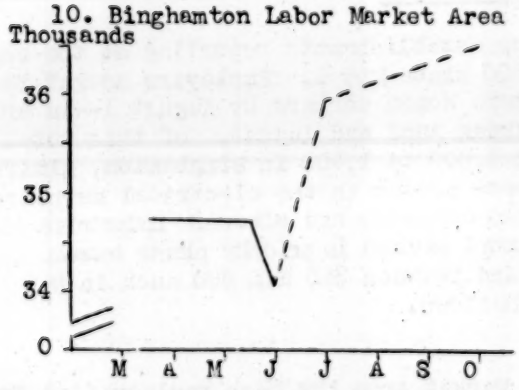
8. Syracuse Labor Market Area



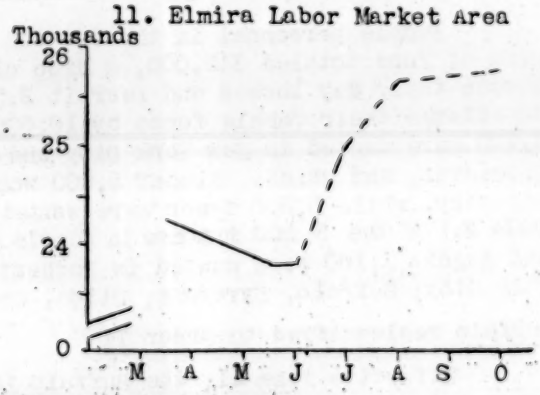
9. Utica Labor Market Area



10. Binghamton Labor Market Area



11. Elmira Labor Market Area

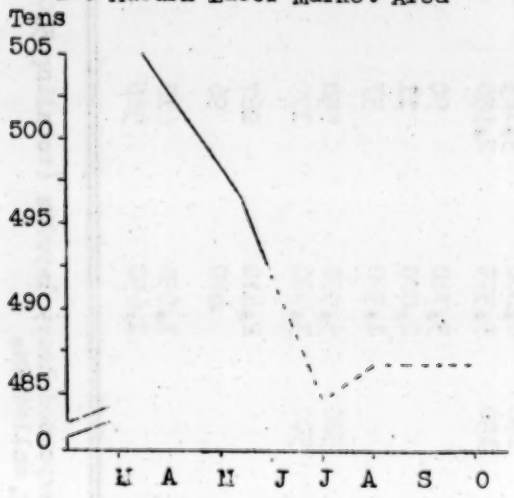


Legend: ———— Actual employment - - -Estimated June 1, 1945

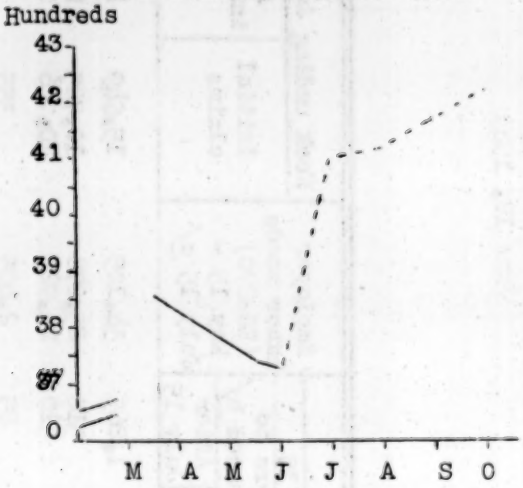
Source: Reports of Current and Required Employment (ES-270) for 520 matched establishments.

CHART A - EMPLOYMENT TRENDS IN MAJOR WAR INDUSTRIES
March 15 - October 1, 1945

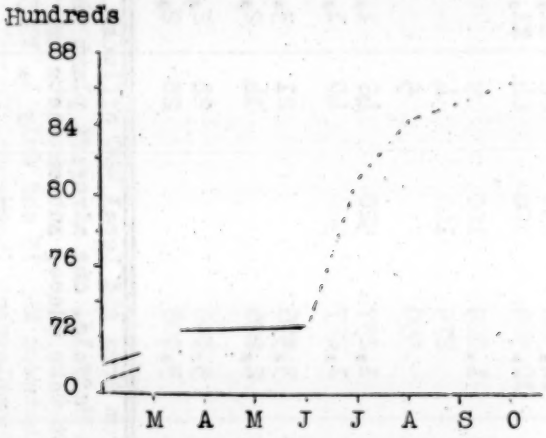
12. Auburn Labor Market Area



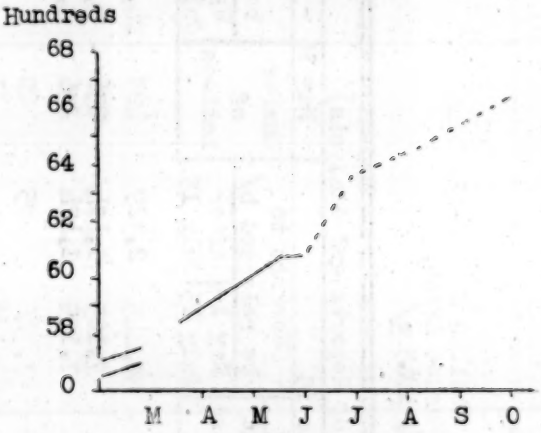
13. Batavia Labor Market Area



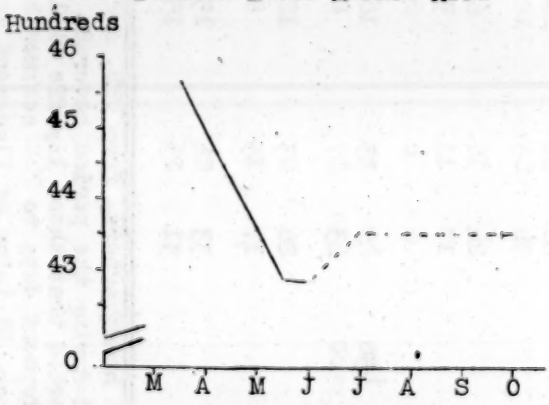
14. Jamestown Labor Market Area



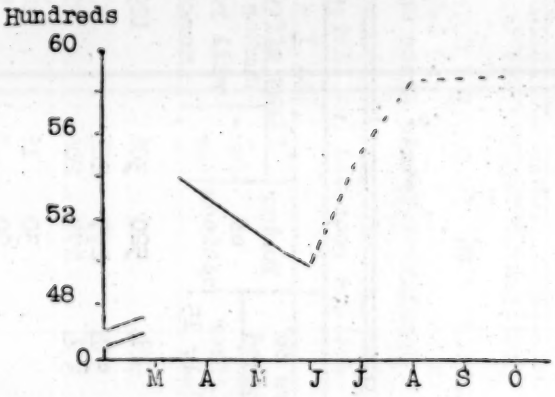
15. Massena Labor Market Area



16. Dunkirk Labor Market Area



17. Geneva Labor Market Area



Legend: ——— Actual employment - - - Estimated June 1, 1945

Source: Reports of Current and Required Employment (ES-270) for 520 matched establishments.

WAR MANPOWER COMMISSION
Division of Reports and Analysis

June 18, 1945

TABLE B - WEEKLY SUMMARY OF WAR PRODUCTION CUTBACK NOTICES JUNE 9-15, 1945
Received in Region II, by WMC and Labor Market Areas,
With Cumulative Totals Since May 1, 1945 a/

Area	Notices received (at Division of Reports and Analysis)											Employer labor needs (ES-270) May 15 - July 15 c/	Week ending June 8	
	June 9 - 15			May 1 - June 15					May 16 - June 15					
	Number of notices	Workers to be released		Number of notices	Firms affected		Workers to be released b/		Number of notices	Workers to be released b/			Initial claims	Active insurance file
		Up to July 15	After July 15		Number	Number that will release workers	May 1-July 15	After July 15		Up to July 15	After July 15			
Total - New York State	11	6,074	984	520	386	129	30,645	2,329	428	24,930	1,265	34,105	15,949	41,932
Metropolitan WMC	89	3,410	534	277	204	52	7,105	1,474	236	5,930	510	25,270	10,725	28,914
New York Met. Region	89	3,410	534	277	204	52	7,105	1,474	236	5,930	510	24,920	10,706	28,851
Albany WMC	10	66		30	18	10	1,546	85	20	256	85	2,405	335	1,103
Albany Labor Market Area	6	40		20	9	4	1,185		13	135		1,495	112	363
Buffalo WMC	8	284		81	68	24	12,548	150	68	11,228	150	6,800	3,123	6,751
Buffalo Labor Market Area	7	284		74	63	22	12,368	150	64	11,203	150	5,355	2,930	6,483
Elmira WMC	8	500		24	16	6	1,825	100	9	675		3,780	90	233
Elmira Labor Market Area	6	150		17	11	3	275	100	4	125		2,000	11	26
Binghamton Labor Market Area	2	350		6	4	2	550		5	550		1,390	37	97
Rochester WMC	21	832	450	49	33	10	1,237	520	46	1,147	520	5,590	558	2,233
Rochester Labor Market Area	19	832	300	43	27	8	1,227	520	40	1,137	520	3,900	179	352
Syracuse WMC	3	554		26	23	12	3,376		21	3,226		2,410	267	757
Syracuse Labor Market Area	3	554		17	15	8	2,226		14	2,196		480	96	206
Utica WMC	8	428		33	24	15	3,008		28	2,468		1,850	618	961
Utica Labor Market Area	8	428		31	23	15	3,008		28	2,468		1,650	588	843

a/ Includes notices received from Washington headquarters, from WPB, and from Area and Local WMC offices.
b/ Revised according to corrections received during the period covered. In Buffalo, one aircraft plant which expected heavy layoffs (totaling 3,000 to July 15 and 5,800 after July 15) has reported that these layoffs will not take place; subcontracts are being called in.
c/ Covers more than 500 firms reporting employment data to WMC semimonthly between May 15 and July 1, 1945.
d/ Based on New York State Department of Labor, Division of Placement and Unemployment Insurance, Unemployment Insurance Transactions. Includes out-of-state claimants.

SUMMARY OF WAR PRODUCTION CUTBACK NOTICES

Cutback notices during week ending June 15, 1945 exceed previous week's number

During the week of June 9 through 15, the number of cutback notices received at the New York Regional Office of the War Manpower Commission was higher than in the preceding week. From June 9 through 15, a total of 147 notices was reported; 58 involved contracts of plants in Upstate New York; 89 concerned contracts held by establishments in the New York Metropolitan Region.

32 of the 92 firms affected will release workers

Every third plant for which a contract cutback was reported between June 9 and June 15 required releases or transfers of workers--amounting to a total of 7,050 employees, 6,100 of whom were to be affected by July 15. The largest number of workers to be dismissed or transferred was in the New York Metropolitan Region, where 3,900 workers were hit by contract cutbacks. Among the upstate labor market areas, Rochester received more contract revisions than ever before, most of them affecting subcontractors. The number of workers involved amounted to 1,100, of whom 800 were to be let go by July 15. Moreover, expansion demand in several Rochester firms was eliminated, resulting in a 2,000 reduction in estimated labor requirements between June 1 and August 1. In the Syracuse, Utica, and Binghamton Labor Market Areas, between 350 to 550 workers were affected by contract cutbacks. In the Albany Area the number was negligible. (See Table B.)

Several of the upstate areas, however, showed a reduction in the number of workers affected by production cutbacks during the week of June 9 through 15 compared to the preceding week. Sharp drops were evident in Buffalo, Syracuse, and Utica.

30,500 workers affected by cutbacks since May 1

Between May 1 and July 15, 30,500 workers in New York State were scheduled for release, according to 520 cutback notices received between May 1 and June 15. Production revisions concerned 386 firms, but only 129 considered dismissal of workers. The labor market area most heavily hit was Buffalo, where 12,500 workers were affected by production cutbacks in 22 plants. In the New York Metropolitan Region, 7,100 workers in 52 plants were scheduled for release or transfer because of changed requirements. In the Albany, Rochester, Syracuse, and Utica Labor Market Areas, the number of workers involved ranged from 1,200 to 3,000.

The figures cited refer to probable layoffs resulting from production cutbacks; they do not include layoffs due to automatic completion of contracts or to planned reduction in production schedules which are indicated on employers' reports of current and required employment.

TABLE C
ACTIVE FILE OF UNEMPLOYMENT INSURANCE APPLICANTS
AND VETERAN ALLOWANCE CLAIMANTS
New York State, by Labor Market Area
May 4 and July 15, 1945 a/

Area	Unemployment Insurance applicants b/		Veteran allowance claimants	
	June 15,1945	May 4,1945	June 15,1945	May 4,1945
State total	46,224	25,408	4,656	3,790
Metropolitan Region	30,417	17,049	3,814	3,049
New York City	28,907	16,079	3,560	2,871
Nassau and Suffolk Counties	740	480	114	66
Westchester County	770	490	140	112
Remainder of State	14,495	7,036	836	735
Classified Upstate Areas				
Albany	427	417	185	195
Binghamton	106	60	59	40
Buffalo	9,636	3,793	76	59
Elmira	28	22	16	19
Rochester	327	137	55	50
Syracuse	209	101	59	50
Utica	731	218	95	87
Auburn	35	17	10	9
Batavia	279	228	24	11
Dunkirk	181	98	1	2
Geneva	361	328	1	2
Jamestown	18	23	-	4
Massena	145	182	23	9
Other areas				
Cortland	19	5	8	4
Dansville	13	10	3	-
Fulton-Oswego	291	75	13	6
Glens Falls	58	48	9	20
Gloversville	61	41	36	20
Hudson	57	98	14	15
Ithaca	68	91	1	8
Kingston	182	122	50	37
Middletown	80	114	24	23
Newark	500	321	1	3
Newburgh	141	107	25	22
Nyack	48	41	5	8
Olean	22	11	1	1
Oneonta	90	72	7	3
Plattsburg	29	28	4	-
Poughkeepsie	58	29	12	16
Watertown	72	30	8	6
All other	223	169	11	6

a/ Based on New York State Department of Labor, Division of Placement and Unemployment Insurance, Unemployment Insurance Transactions. Includes out-of-State claimants.

b/ Excludes veteran allowance claims.

UNEMPLOYMENT INSURANCE APPLICANTS

Active insurance file reaches 46,200 on June 15

Reflecting the accumulation of layoffs, along with a slack in seasonal industries and the beginning of a new benefit year, the number of unemployment insurance claimants in New York State showed a sharp upward spurt in June. The active insurance file totaled 46,200 on June 15, 4,300 more than the week before and 15,000 more than on June 1. The number of persons in New York State who filed initial claims amounted to almost 16,000 during the week ending June 8 and to 14,000 during the week ending June 15. (See Tables E and F.)

Among the labor market areas in the State, the New York Metropolitan Region showed the largest number of unemployment insurance claimants on June 15--30,400 or an advance of 1,600 since the week before. The largest increase in the active insurance file between June 8 and June 15, however, was in the Buffalo Labor Market Area; on June 15 the active insurance file was 9,600 or 3,100 more than the week before.

In all of the WMC Areas, the active unemployment insurance file showed an increase between June 1 and June 8. But between June 8 and June 15, the number of claimants dropped in the Albany, Elmira, Rochester, and Utica WMC Areas.

Unemployment insurance claimants up 21,000 between May 4 and June 15

Between May 4 and June 15 the active unemployment insurance file (excluding veterans) increased by 21,000 in New York State. In most labor market areas in the State, the number of claimants advanced. The increase, however, was less than 500 in all labor market areas except the New York Metropolitan Region (↗12,800), Buffalo (↗5,800), and Utica (↗500). (See Table F.)

The number of veterans claiming allowances in New York State rose 850 between May 4 and June 15, with most of the gain in New York City. In several of the Upstate areas, the number of veteran claimants dropped. In view of the large number of recent army discharges--almost 12,000 in New York State (about three-fourths in New York City) between May 7 and June 9--the increase was relatively small.

TABLE D - ACTUAL AND REQUIRED EMPLOYMENT CHANGES IN SELECTED ESTABLISHMENTS
New York State, by Classified Labor Market Areas a/
May 1 - October 1, 1945

Labor market area	Number of establishments	Employment June 1, 1945	Net changes in employment				
			Actual		Required		
			May 1-June 1, 1945	May 15-June 1, 1945	June 1-July 1, 1945	June 1-Aug. 1, 1945	June 1-Oct. 1, 1945
State total e/	547	1,025,246	-22,785	-13,443	∕23,140	∕26,747	∕28,303
Expanding b/ e/	504	884,680	-10,038	- 4,325	∕36,526	∕44,735	∕49,736
Declining c/	43	140,566	-12,747	- 9,118	-13,386	-17,988	-21,433
Metropolitan Region - total	191	422,831	- 8,616	- 3,594	∕10,550	∕12,034	∕11,750
New York City - total	158	329,877	- 6,337	- 2,418	∕ 9,910	∕12,613	∕13,350
Expanding	140	269,903	- 3,704	- 851	∕12,004	∕15,349	∕17,213
Declining	18	59,974	- 2,633	- 1,567	- 2,094	- 2,736	- 3,863
Nassau and Suffolk Counties - total	15	60,575	- 1,112	- 632	∕ 327	- 638	- 1,435
Expanding	12	35,492	- 187	- 255	∕ 1,248	∕ 1,346	∕ 1,566
Declining	3	25,083	- 925	- 377	- 921	- 1,984	- 3,001
Westchester County - total	18	32,379	- 1,167	- 594	∕ 313	∕ 59	- 165
Expanding	17	24,363	- 1,020	- 534	∕ 487	∕ 487	∕ 487
Declining	1	8,016	- 147	- 10	- 174	- 428	- 652
Remainder of State - total	356	602,417	-14,167	- 9,047	∕15,588	∕16,711	∕16,551
Classified Upstate Areas							
Albany - total	26	80,643	- 1,160	- 524	∕ 1,179	∕ 1,206	∕ 1,116
Expanding	24	72,861	- 546	- 173	∕ 2,508	∕ 3,135	∕ 3,745
Declining	2	7,782	- 614	- 351	- 1,329	- 1,929	- 2,629
Binghamton - total	11	34,079	- 684	- 632	∕ 1,868	∕ 2,088	∕ 2,404
Expanding	9	30,124	∕ 30	- 22	∕ 1,980	∕ 2,312	∕ 2,659
Declining	2	3,955	- 714	- 610	- 112	- 224	- 255
Buffalo - total e/	91	154,533	- 7,786	- 5,697	- 769	- 2,030	- 1,671
Expanding e/	82	128,861	- 1,839	- 616	∕ 4,498	∕ 4,938	∕ 5,693
Declining	9	25,672	- 5,947	- 5,081	- 5,267	- 6,968	- 7,364
Elmira - total d/	13	23,834	∕ 57	∕ 12	∕ 1,131	∕ 1,822	∕ 1,962
Rochester - total	46	91,853	- 398	- 247	∕ 3,466	∕ 4,167	∕ 4,068
Expanding	41	84,248	- 40	∕ 17	∕ 3,683	∕ 4,409	∕ 4,255
Declining	5	7,605	- 358	- 264	- 217	- 242	- 187

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TABLE D - ACTUAL AND REQUIRED EMPLOYMENT CHANGES IN SELECTED ESTABLISHMENTS (concluded)
New York State, by Classified Labor Market Areas a/
May 1 - October 1, 1945

Labor market area	Number of establishments	Employment June 1, 1945	Net changes in employment				
			Actual		Required		
			May 1-June 1, 1945	May 15-June 1, 1945	June 1-July 1, 1945	June 1-Aug. 1, 1945	June 1-Oct. 1, 1945
Syracuse - total	31	41,167	- 1,406	- 788	- 269	- 90	✓ 342
Expanding	27	37,277	✓ 44	✓ 8	✓ 1,373	✓ 1,772	✓ 2,204
Declining	4	3,890	- 1,450	- 796	- 1,642	- 1,862	- 1,862
Utica - total e/	32	41,724	- 809	- 798	✓ 193	✓ 333	✓ 667
Expanding e/	29	37,864	- 199	- 245	✓ 1,973	✓ 2,123	✓ 2,462
Declining	3	3,860	- 610	- 553	- 1,780	- 1,790	- 1,795
Auburn - total	6	6,793	- 31	- 39	✓ 28	✓ 48	✓ 48
Expanding	5	6,130	- 38	- 38	✓ 344	✓ 364	✓ 364
Declining	1	663	✓ 7	- 1	- 316	- 316	- 316
Batavia - total d/	4	3,735	- 89	- 8	✓ 365	✓ 385	✓ 485
Dunkirk - total d/	5	4,673	- 155	- 8	✓ 69	✓ 69	✓ 69
Geneva - total d/	6	4,973	- 245	- 75	✓ 541	✓ 876	✓ 891
Jamestown - total d/	14	8,192	✓ 61	✓ 60	✓ 868	✓ 1,203	✓ 1,413
Massena - total d/	3	6,595	✓ 9	✓ 15	✓ 323	✓ 453	✓ 653
Other areas - total	68	99,621	- 1,533	- 1,120	✓ 3,597	✓ 4,183	✓ 4,106
Expanding	65	97,594	- 1,342	- 904	✓ 3,750	✓ 4,456	✓ 4,499
Declining	3	2,027	- 191	- 216	- 153	- 273	- 393

a/ Labor market areas in which there is a city of 50,000 or more population or in which special labor supply problems exist are classified according to adequacy of labor supply.
b/ Establishments requiring stable or increasing employment after June 1, 1945.
c/ Establishments scheduling decrease in employment after June 1, 1945.
d/ Establishments requiring expansion. No establishments scheduled declines.
e/ Revised according to information received after June 1, reporting the elimination of expansion demand at a large Buffalo aircraft plant. Includes May 15 employment of two plants where employees were out on strike on June 1.

Source: Reports of Current a nd Required Employment (ES-270), June 1, 1945.

TABLE E - ACTUAL AND REQUIRED EMPLOYMENT CHANGES IN SELECTED MAJOR WAR INDUSTRIES
New York State
May 1, 1945 - October 1, 1945

Industry	Number of establishments	Employment June 1, 1945	Net changes in employment				
			Actual		Required		
			May 1-June 1, 1945	May 15-June 1, 1945	June 1-July 1, 1945	June 1-Aug. 1, 1945	June 1-Oct. 1, 1945
Total d/	547	1,025,246	-22,785	-13,443	∕23,140	∕26,747	∕28,303
Expanding a/ d/	504	884,680	-10,038	- 4,325	∕36,526	∕44,735	∕49,736
Declining b/	43	140,566	-12,747	- 9,118	-13,386	-17,988	-21,433
Manufacturing - total d/	487	854,032	-21,708	-12,646	∕17,437	∕19,163	∕19,711
Expanding d/	449	741,493	- 9,158	- 3,616	∕30,690	∕19,163	∕40,851
Declining	38	112,539	-12,550	- 9,030	-13,253	-17,772	-21,140
Nonmanufacturing - total	60	171,214	- 1,077	- 797	∕ 5,703	∕ 7,584	∕ 8,592
Expanding	55	143,187	- 880	- 709	∕ 5,836	∕ 7,800	∕ 8,885
Declining	5	28,027	- 197	- 88	- 133	- 216	- 293
Selected manufacturing industries							
Ordnance and accessories - total	42	61,678	- 3,758	- 2,551	- 3,467	- 3,781	- 3,989
Expanding	35	40,351	- 1,244	- 959	∕ 1,097	∕ 1,708	∕ 2,240
Declining	7	21,327	- 2,514	- 1,592	- 4,564	- 5,489	- 6,229
Chemicals and allied products - total c/	28	29,254	∕ 95	∕ 120	∕ 1,744	∕ 1,772	∕ 1,772
Iron and steel products - total	66	56,932	- 521	- 278	∕ 2,863	∕ 2,904	∕ 3,092
Expanding	64	55,983	- 437	- 216	∕ 2,904	∕ 2,955	∕ 3,148
Declining	2	949	- 84	- 62	- 41	- 51	- 56
Aircraft and parts - total d/	37	123,682	- 8,356	- 6,144	- 5,710	- 8,249	- 8,935
Expanding d/	25	74,292	- 1,293	- 481	∕ 849	∕ 1,050	∕ 1,353
Declining	12	49,390	- 7,063	- 5,663	- 6,559	- 9,299	-10,288
Ship and boat building - total	22	113,315	- 5,533	- 1,759	∕ 2,613	∕ 3,674	∕ 3,674
Expanding	18	105,018	- 3,980	- 983	∕ 3,260	∕ 4,421	∕ 4,421
Declining	4	8,297	- 1,553	- 776	- 647	- 747	- 747
Nonferrous metals and products - total	16	18,586	- 168	- 143	∕ 727	∕ 722	∕ 697
Expanding	15	15,976	- 78	- 37	∕ 812	∕ 832	∕ 832
Declining	1	2,610	- 90	- 106	- 85	- 110	- 135
Electrical machinery - total	76	137,484	- 1,038	- 853	∕ 5,314	∕ 6,821	∕ 7,666
Expanding	69	128,348	- 624	- 495	∕ 5,670	∕ 7,277	∕ 8,422
Declining	7	9,136	- 414	- 358	- 356	- 456	- 756

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TABLE E - ACTUAL AND REQUIRED EMPLOYMENT CHANGES IN SELECTED MAJOR WAR INDUSTRIES (concluded)
New York State
May 1, 1945 - October 1, 1945

Industry	Number of establishments	Employment June 1, 1945	Net changes in employment				
			Actual		Required		
			May 1-June 1, 1945	May 15-June 1, 1945	June 1-July 1, 1945	June 1-Aug. 1, 1945	June 1-Oct. 1, 1945
Machinery (except electrical)-total	45	52,398	-702	-387	/2,052	/2,446	/2,562
Expanding	44	51,724	-539	-275	/2,226	/2,540	/2,656
Declining	1	674	-163	-112	- 174	- 94	- 94
Automobiles and equipment - total c/	11	14,800	-413	-147	/ 744	/1,090	/1,190
Professional and scientific instruments - total	29	102,489	-257	/ 59	/3,064	/3,001	/1,667
Expanding	27	84,552	/363	/370	/3,519	/4,155	/4,130
Declining	2	17,937	-620	-311	- 455	-1,154	-2,463

a/ Establishments requiring stable or increasing employment after June 1, 1945.
b/ Establishments scheduling decrease in employment after June 1, 1945.
c/ Establishments requiring expansion. No establishments scheduled declines.
d/ Revised according to information received after June 1, reporting the elimination of expansion demand at a large Buffalo aircraft plant.

Source: Reports of Current and Required Employment (ES-270), June 1, 1945.

TABLE F - ACTUAL AND REQUIRED CHANGES IN EMPLOYMENT OF WOMEN IN SELECTED ESTABLISHMENTS
New York State, by Classified Labor Market Areas a/ and Major War Industries
May 1, 1945 - October 1, 1945

	Number of establishments	Employment June 1, 1945	Net changes in employment					Women as per cent of total employment		
			Actual		Required					
			May 1-June 1, 1945	May 15-June 1, 1945	June 1-July 1, 1945	June 1-Aug. 1, 1945	June 1-Oct. 1, 1945	May 1, 1945	June 1, 1945	Oct. 1, 1945
LABOR MARKET AREA										
State total	547	345,106	-7,521	-5,776	+9,103	+10,008	+9,566	33.6	33.7	33.7
Metropolitan Region	191	125,970	-1,440	- 8.5	+3,539	+ 3,705	+3,463	29.5	29.8	29.8
New York City	158	93,837	- 772	- 585	+3,452	+ 4,408	+4,529	28.1	28.4	28.7
Nassau and Suffolk Counties	15	20,602	- 334	- 207	+ 32	- 674	- 963	33.9	34.0	33.2
Westchester County	18	11,531	- 334	- 103	+ 55	- 29	- 103	35.4	35.6	35.5
Remainder of State	356	219,136	-6,081	-4,381	+5,564	+ 6,303	+6,103	36.5	36.4	36.4
Classified Upstate Areas										
Albany	26	26,099	- 218	- 129	+ 45	- 169	- 650	32.2	32.4	31.1
Binghamton	11	13,512	- 235	- 181	+1,443	+ 1,678	+1,944	39.5	39.6	42.4
Buffalo	91	44,826	-4,373	-3,388	-1,231	- 2,156	-2,729	30.3	29.0	27.5
Elmira	13	8,901	+ 40	+ 48	+ 540	+ 1,000	+1,055	37.3	37.3	38.6
Rochester	46	38,735	+ 294	+ 345	+1,565	+ 1,839	+1,700	41.7	42.2	42.2
Syracuse	31	13,187	- 710	- 339	- 123	- 77	+ 150	32.6	32.0	32.1
Utica	32	15,586	- 434	- 412	+1,216	+ 1,321	+1,437	37.7	37.4	40.2
Auburn	6	2,533	+ 9	- 6	- 109	- 109	- 109	37.0	37.3	35.4
Batavia	4	1,000	- 55	- 1	+ 52	+ 52	+ 152	27.6	26.8	27.3
Dunkirk	5	1,230	- 50	+ 22	+ 7	+ 7	+ 7	26.5	26.3	26.1
Geneva	6	1,311	- 75	- 20	+ 179	+ 271	+ 274	26.6	26.4	27.0
Jamestown	14	2,889	+ 131	+ 79	+ 504	+ 669	+ 854	33.9	35.3	39.0
Massena	3	1,526	- 7	+ 5	+ 79	+ 159	+ 309	23.3	23.1	25.3
Other areas	68	47,801	- 398	- 404	+1,397	+ 1,818	+1,707	47.6	48.0	47.7

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TABLE F - ACTUAL AND REQUIRED CHANGES IN EMPLOYMENT OF WOMEN IN SELECTED ESTABLISHMENTS (concluded)
New York State, by Classified Labor Market Areas a/ and Major War Industries
May 1, 1945 - October 1, 1945

	Number of establishments	Employment June 1, 1945	Net changes in employment					Women as per cent of total employment		
			Actual		Required					
			May 1-June 1, 1945	May 15-June 1, 1945	June 1-July 1, 1945	June 1-Aug. 1, 1945	June 1-Oct. 1, 1945	May 1, 1945	June 1, 1945	Oct. 1, 1945
MAJOR WAR INDUSTRIES										
Manufacturing - total b/	487	275,243	-7,497	-4,855	+6,844	+6,767	+6,336	32.2	32.2	32.2
Ordnance and accessories	42	22,693	-1,478	- 976	-1,108	-1,226	-1,164	36.9	36.8	37.3
Chemicals and allied products	28	9,229	+ 180	+ 152	+ 636	+ 636	+ 636	31.0	31.5	31.8
Iron and steel products	66	9,521	- 122	- 68	+ 371	+ 381	+ 406	16.8	16.7	16.5
Aircraft and parts	37	39,278	-4,439	-3,358	-2,486	-4,239	-5,123	33.1	31.8	29.8
Ship and boat building	22	9,283	- 297	- 110	+ 228	+ 272	+ 272	8.1	8.2	8.2
Nonferrous metals and products	16	4,686	- 119	- 124	+ 158	+ 133	+ 133	25.6	25.2	25.0
Electrical machinery	76	60,939	- 408	- 284	+3,714	+4,800	+5,411	44.3	44.3	45.7
Machinery (except electrical)	45	13,274	- 354	- 151	+ 429	+ 628	+ 608	25.7	25.3	25.3
Automobiles and equipment	11	4,521	- 148	- 117	+ 267	+ 344	+ 394	30.7	30.5	30.7
Professional and scientific instruments	29	42,333	- 16	+ 161	+1,446	+1,391	+ 748	41.2	41.3	41.4

a/ Labor market areas in which there is a city of 50,000 or more population or in which special labor supply problems exist are classified according to adequacy of labor supply.

b/ Includes several industries not listed.

Source: Reports of Current and Required Employment (ES-270) June 1, 1945.

TABLE G

MONTHLY SUMMARY OF WAR PRODUCTION CUTBACK NOTICES a/
Received in Region II, by WMC and Labor Market Areas,
With Cumulative Totals Since May 1, 1945

Area	Notices received (at DRA)								Employer labor needs (ES-270) May 15 - July 15 b/	Active insurance file week ending c/	
	May 1 - 31					May 16 - 31					
	Number of notices	Firms affected: Number	Firms affected: Number that will release workers	Workers to be released: May 1-July 15	Workers to be released: After July 15	Number of notices	Workers to be released: Up to July 15	Workers to be released: After July 15		April 27	May 25
Total - New York State	218	156	72	21,595	1,360	131	12,045	320	34,105	23,413	29,723
Metropolitan WMC	106	75	31	6,640	1,040	63	780	100	10,490	15,587	21,505
New York Metropolitan Region	106	75	31	6,640	1,040	63	780	100	10,275	15,538	21,465
Albany WMC	13	8	4	480		4	40		2,405	991	820
Albany Labor Market Area	10	5	2	240		3	40		1,495	339	277
Buffalo WMC	34	26	17	10,710		21	9,390		6,800	3,770	4,081
Buffalo Labor Market Area	30	24	16	10,555		20	9,390		5,355	3,667	4,003
Elmira WMC	11	6	3	1,200	100	2	200		3,780	176	156
Elmira Labor Market Area	7	3	1	0	100				2,000	19	23
Binghamton Labor Market Area	3	2	1	200		2	200		1,390	69	72
Rochester WMC	18	15	4	405	220	15	165	220	5,590	997	1,236
Rochester Labor Market Area	15	12	3	395	220	12	155	220	3,900	128	143
Syracuse WMC	17	15	6	1,115		12	965		2,410	457	595
Syracuse Labor Market Area	9	8	3	280		6	250		480	97	118
Utica WMC	19	11	7	1,045		14	505		1,850	319	389
Utica Labor Market Area	17	10	7	1,045		14	505		1,650	209	280

a/ Includes notices received from Washington headquarters, from WPB, and from Area and Local WMC offices.
b/ Covers more than 500 firms reporting employment data to WMC semimonthly between May 15 and July 1, 1945.
c/ Based on New York State Department of Labor, Division of Placement and Unemployment Insurance, Unemployment Insurance Transactions. Includes out-of-State claimants.

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APPENDIX

TABLE H - ACTUAL AND REQUIRED EMPLOYMENT CHANGES IN SELECTED ESTABLISHMENTS
New York State, by Classified Labor Market Areas a/
April 15, 1945 - September 15, 1945

Labor market area	Number of establishments	Employment May 15, 1945	Net changes in employment				
			Actual		Required		
			Apr. 15-May 15, 1945	May 1-15, 1945	May 15-June 15, 1945	May 15-July 15, 1945	May 15-Sept. 15, 1945
State total	538	1,026,787	-16,577	-9,105	⁄30,358	⁄34,104	⁄34,719
Expanding b/	487	872,702	-11,135	-6,243	⁄38,779	⁄46,410	⁄49,632
Declining c/	51	154,085	- 5,442	-2,862	- 8,421	-12,306	-14,913
Metropolitan Region - total	193	428,052	- 8,983	-5,094	⁄ 8,754	⁄10,273	⁄ 9,406
New York City - total	160	333,402	- 6,933	-4,155	⁄ 8,038	⁄10,389	⁄10,249
Expanding	136	270,045	- 4,402	-2,962	⁄11,366	⁄14,624	⁄15,924
Declining	24	63,357	- 2,531	-1,193	- 3,328	- 4,235	- 5,675
Nassau and Suffolk Counties - total	15	61,222	- 910	- 359	⁄ 117	- 715	- 1,442
Expanding	13	36,575	⁄ 89	⁄ 142	⁄ 1,089	⁄ 1,317	⁄ 1,637
Declining	2	24,647	- 999	- 501	- 972	- 2,032	- 3,079
Westchester County - total	18	33,428	- 1,140	- 580	⁄ 599	⁄ 599	⁄ 599
Expanding	17	24,894	- 960	- 502	⁄ 735	⁄ 735	⁄ 735
Declining	1	8,534	- 180	- 78	- 136	- 136	- 136
Remainder of State - total	345	598,735	- 7,594	-4,011	⁄21,604	⁄23,831	⁄25,313
Classified Upstate Areas							
Albany - total	24	75,108	- 1,120	- 551	⁄ 1,531	⁄ 1,494	⁄ 1,928
Expanding	21	57,466	- 497	- 223	⁄ 2,157	⁄ 1,920	⁄ 1,954
Declining	3	17,642	- 623	- 328	- 626	- 426	- 26
Binghamton - total	11	34,711	- 96	- 52	⁄ 1,458	⁄ 1,390	⁄ 2,007
Expanding	10	30,892	- 15	⁄ 42	⁄ 1,858	⁄ 2,090	⁄ 2,707
Declining	1	3,819	- 81	- 94	- 400	- 700	- 700
Buffalo - total	89	159,612	- 3,753	-2,112	⁄ 5,680	⁄ 5,357	⁄ 4,531
Expanding	81	133,211	- 2,168	-1,395	⁄ 7,649	⁄ 8,343	⁄ 7,832
Declining	8	26,401	- 1,585	- 717	- 1,969	- 2,986	- 3,301
Elmira - total d/	13	23,822	- 74	⁄ 83	⁄ 1,385	⁄ 1,996	⁄ 2,129
Rochester - total	47	92,420	- 796	- 156	⁄ 3,500	⁄ 3,898	⁄ 3,905
Expanding	46	88,927	- 691	- 140	⁄ 3,550	⁄ 3,998	⁄ 4,055
Declining	1	3,493	- 105	- 16	- 50	- 100	- 150

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TABLE H - ACTUAL AND REQUIRED EMPLOYMENT CHANGES IN SELECTED ESTABLISHMENTS (concluded)
New York State, by Classified Labor Market Areas a/
April 15, 1945 - September 15, 1945

Labor market area	Number of establishments	Employment May 15, 1945	Net changes in employment				
			Actual		Required		
			Apr. 15-May 15, 1945	May 1-15 1945	May 15-June 15, 1945	May 15-July 15, 1945	May 15-Sept. 15, 1945
Syracuse - total	32	41,709	-599	-616	∕ 650	∕ 480	∕ 992
Expanding	28	38,957	- 95	-117	∕1,435	∕1,886	∕2,418
Declining	4	2,752	-504	-499	- 785	-1,406	-1,426
Utica - total	32	42,515	-215	- 5	∕1,636	∕1,647	∕1,661
Expanding	28	37,306	-106	∕ 56	∕2,275	∕2,386	∕2,600
Declining	4	5,209	-109	- 61	- 639	- 739	- 939
Auburn d/	5	4,964	- 14	∕ 8	∕ 333	∕ 450	∕ 450
Batavia d/	4	3,743	-111	- 81	∕ 351	∕ 377	∕ 477
Dunkirk d/	4	4,289	-210	-149	∕ 62	∕ 62	∕ 62
Geneva d/	6	5,048	-224	-170	∕ 426	∕ 751	∕ 876
Jamestown d/	14	7,849	- 22	∕ 24	∕ 977	∕1,327	∕1,577
Massena d/	2	6,062	∕ 27	- 8	∕ 386	∕ 786	∕ 786
Other Areas - total	62	96,883	-387	-226	∕3,229	∕3,816	∕3,932
Expanding	58	94,282	-250	-149	∕3,315	∕3,932	∕3,983
Declining	4	2,601	-137	- 77	- 86	- 116	- 51

a/ Labor market areas in which there is a city of 50,000 or more population or in which special labor supply problems exist are classified according to adequacy of labor supply.
b/ Establishments requiring stable or increasing employment after May 15, 1945.
c/ Establishments scheduling decrease in employment after May 15, 1945.
d/ Establishments requiring expansion. No establishments scheduled declines.

Source: Reports of Current and Required Employment (ES-270), May 15, 1945.

TABLE I - NET CHANGES IN SELECTED ESTABLISHMENTS
New York State, by Labor Market Area
January-March 1945

Labor market area	Number of establishments a/	January-February			February-March			January-March		
		Total	Men	Women	Total	Men	Women	Total	Men	Women
State total	1,195	+4,919	+5,248	- 329	- 777	-1,615	+838	+4,142	+3,633	+ 509
Metropolitan Region	359	+4,351	+4,019	+ 332	- 755	- 734	- 21	+3,596	+3,285	+ 311
New York City	296	+2,555	+2,836	- 281	- 697	- 805	+108	+1,858	+2,031	- 173
Nassau and Suffolk Counties	28	+1,646	+1,030	+ 616	- 242	- 206	- 36	+1,404	+ 824	+ 580
Westchester County	35	+ 150	+ 153	- 3	+ 184	+ 277	- 93	+ 334	+ 430	- 96
Remainder of State	836	+ 568	+1,229	- 661	- 22	- 881	+859	+ 546	+ 348	+ 198
Major Upstate Areas	541	+ 225	+1,367	-1,142	-1,292	-1,437	+145	-1,067	- 70	- 997
Other Upstate Areas	295	+ 343	- 138	+ 481	+1,270	+ 556	+714	+1,613	+ 418	+1,195
Albany	73	+1,090	+1,065	+ 25	+ 240	- 55	+295	+1,330	+1,010	+ 320
Binghamton	30	+ 131	+ 13	+ 118	- 69	- 177	+108	+ 62	- 164	+ 226
Buffalo	176	-2,040	- 531	-1,509	-1,600	-1,255	-345	-3,640	-1,786	-1,854
Elmira	24	- 283	+ 3	- 286	+ 61	+ 5	+ 56	- 222	+ 8	- 230
Rochester	107	+ 748	+ 652	+ 96	+ 70	+ 79	- 9	+ 818	+ 731	+ 87
Syracuse	62	+ 593	+ 218	+ 375	+ 147	+ 69	+ 78	+ 740	+ 287	+ 453
Utica	69	+ 46	+ 7	+ 39	- 141	- 103	- 38	- 95	- 96	+ 1

a/ Excludes railroads.

Source: Reports of Current and Required Employment (ES-270), March 1945.

Employment in war firms increased from January to March 1945 (See Table I.)

From January to March 1945, employment in the plants reporting in the State increased for the first time since November 1943. In the middle of March 1945, the 1,195 reporting establishments had approximately 4,000 more workers on their payrolls than two months earlier. Of this increased labor force, about 3,500 were men and 500 women. With the exception of Buffalo and Utica, all major labor market areas were able to enlarge the number of their workers. The three Group II areas (Albany, Rochester, Syracuse), which were threatened with very acute shortages in January, had hired, over and above replacements, from 740 to 1,330 additional workers each, of whom 287 to 1,010 were men.

With the exception of Elmira, most of the indicated increases in staff, especially of male workers, occurred between January and February, probably to a great extent as result of the tightening of draft regulations, the publicity given the strengthening of mandatory manpower controls, and the increased application of negotiated transfers. From January 15 to February 15 the reporting firms recruited a total of 5,248 additional men, losing 1,615 again, however, up to the middle of March. For a great portion of these losses, the armed forces may be held responsible, since the calls for induction were extremely heavy during the month of March.

While on a State-wide scale female employment continued to decrease in the reporting plants between January and February, the trend was reversed from February to March. During this period 838 additional women entered the firms surveyed, outweighing the loss in the preceding month by 509. Syracuse, Albany, and Nassau-Suffolk were most successful in attracting additional women to essential jobs.

TABLE J- ACTUAL AND REQUIRED EMPLOYMENT CHANGES IN SELECTED ESTABLISHMENTS
New York State, by Labor Market Area
March 1944 - September 1945

Labor market area	Number of establishments a/	Employment March 1945	Net changes in employment				
			Actual		Required		
			Mar.-Mar. 1944 1945	Jan.-Mar. 1945	Mar.-May 1945	Mar.-July 1945	Mar.-Sept. 1945
State total	1,195	1,220,768	-90,486	✓ 4,142	✓56,145	✓72,718	✓82,361
Expanding b/	1,154	1,097,639	-65,472	✓11,762	✓66,527	✓86,404	✓99,062
Declining c/	41	123,129	-25,014	- 7,620	-10,382	-13,686	-16,701
Metropolitan Region - total	359	484,965	-25,014	✓ 3,596	✓19,476	✓24,907	✓28,261
New York City - total	296	380,266	-18,093	✓ 1,858	✓13,977	✓17,020	✓18,297
Expanding	278	335,260	-15,600	✓ 2,523	✓20,463	✓24,499	✓25,781
Declining	18	45,006	- 2,493	- 665	- 6,486	- 7,479	- 7,484
Nassau and Suffolk Counties - total	28	64,981	- 5,111	✓ 1,404	✓ 4,338	✓ 6,629	✓ 8,346
Expanding	27	64,515	- 4,570	✓ 1,495	✓ 4,504	✓ 6,795	✓ 8,512
Declining	1	466	- 541	- 91	- 166	- 166	- 166
Westchester County - total	35	39,718	- 1,810	✓ 334	✓ 1,161	✓ 1,258	✓ 1,618
Expanding	34	30,781	- 1,970	✓ 241	✓ 1,592	✓ 1,797	✓ 2,157
Declining	1	8,937	✓ 160	✓ 93	- 431	- 539	- 539
Remainder of State - total	836	735,803	-65,472	✓ 546	✓36,669	✓47,811	✓54,100
Major Upstate Areas	541	555,867	-57,963	- 1,067	✓22,732	✓29,396	✓34,009
Other Upstate Areas	295	179,936	- 7,509	✓ 1,613	✓13,937	✓18,415	✓20,091
Major Upstate Areas							
Albany - total	73	96,569	- 8,386	✓ 1,330	✓ 3,262	✓ 3,994	✓ 4,673
Expanding	72	96,265	- 8,390	✓ 1,319	✓ 3,286	✓ 4,018	✓ 4,697
Declining	1	304	✓ 4	✓ 11	- -24	- 24	- 24
Binghamton - total d/	30	39,292	- 1,890	✓ 62	✓ 1,628	✓ 2,754	✓ 2,806
Buffalo - total	176	185,090	-34,123	- 3,640	✓ 7,630	✓ 9,730	✓11,835
Expanding	170	131,264	-15,898	✓ 1,784	✓ 9,743	✓13,771	✓18,798
Declining	6	53,826	-18,225	- 5,424	- 2,113	- 4,041	- 6,963
Elmira - total	24	26,868	✓ 260	- 282	✓ 1,128	✓ 1,376	✓ 1,442
Expanding	22	26,065	✓ 303	- 42	✓ 1,153	✓ 1,428	✓ 1,498
Declining	2	803	- 43	- 240	- 25	- 52	- 56

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TABLE J - ACTUAL AND REQUIRED EMPLOYMENT CHANGES IN SELECTED ESTABLISHMENTS (concluded)
New York State, by Labor Market Area
March 1944 - September 1945

Labor market area	Number of establishments a/	Employment March 1945	Net changes in employment				
			Actual		Required		
			Mar.-Mar. 1944 1945	Jan.-Mar. 1945	Mar.-May 1945	Mar.-July 1945	Mar,-Sept. 1945
Rochester - total	107	106,325	-3,326	∤ 818	∤3,604	∤4,452	∤5,245
Expanding	105	102,635	-2,189	∤1,244	∤3,825	∤4,673	∤5,466
Declining	2	3,690	-1,137	- 426	- 221	- 221	- 221
Syracuse - total	62	50,271	-1,668	∤ 740	∤1,997	∤3,078	∤3,755
Expanding	60	47,585	-1,745	∤1,162	∤2,172	∤3,253	∤3,930
Declining	2	2,686	∤ 77	- 422	- 175	- 175	- 175
Utica - total	69	51,452	-8,830	- 95	∤3,483	∤4,012	∤4,253
Expanding	67	47,398	-6,256	∤ 238	∤3,846	∤4,585	∤5,037
Declining	2	4,054	-2,574	- 333	- 363	- 573	- 784

a/ Excludes railroads.
b/ Establishments requiring stable or increasing employment after the current period, March 1945.
c/ Establishments scheduling decrease in employment after the current period, March 1945.
d/ Establishments requiring expansion. No establishments scheduled declines.

Source: Reports of Current and Required Employment (ES-270), March 1945.

TABLE K - EMPLOYMENT OF PART-TIME WORKERS IN SELECTED ESTABLISHMENTS
New York State, by Labor Market Area and Major War Industries
March 1944 - March 1945

	Number of establishments a/	Employment March 1945		Part-time as per cent of total			Per cent change in employment			
							Jan.-Mar. 1945		Mar. 1944-Mar. 1945	
		Total	Part-time	March 1945	Jan. 1945	March 1944	Total	Part-time	Total	Part-time
LABOR MARKET AREA										
State total	1,189	1,195,611	13,297	1.1	1.1	0.8	↗ 0.4	↗ 4.7	- 6.8	↗ 30.8
Metropolitan Region	353	460,340	1,743	0.4	0.3	0.2	↗ 0.8	↗ 24.3	- 4.5	↗ 62.6
New York City	292	370,375	1,281	0.3	0.3	0.1	↗ 0.7	↗ 27.1	- 3.3	↗125.9
Nassau and Suffolk Counties	26	50,234	145	0.3	0.3	0.6	↗ 1.9	↗ 5.1	- 12.0	- 54.7
Westchester County	35	39,731	317	0.8	0.7	0.4	↗ 0.9	↗ 23.8	- 4.3	↗ 71.4
Remainder of State	836	735,271	11,554	1.6	1.5	1.1	(b)	↗ 2.3	- 8.2	↗ 27.0
Major Upstate Areas	542	555,684	9,056	1.6	1.6	1.2	- 0.2	↗ 0.3	- 9.5	↗ 19.2
Other Upstate Areas	294	179,587	2,498	1.4	1.3	0.8	↗ 0.9	↗ 10.2	- 4.0	↗ 66.9
Major Upstate Areas										
Albany	73	96,512	1,371	1.4	1.6	1.4	↗ 1.3	- 10.8	- 8.0	- 5.7
Binghamton	30	39,292	119	0.3	0.1	0.1	↗ 0.1	↗376.0	- 4.8	↗417.4
Buffalo	177	184,937	1,616	0.9	1.1	1.5	- 2.0	- 20.6	- 15.6	- 51.3
Elmira	24	26,868	518	1.9	1.6	0.8	- 0.8	↗ 18.0	↗ 1.0	↗131.3
Rochester	107	106,325	4,340	4.1	3.8	1.8	↗ 0.8	↗ 9.4	- 3.0	↗123.9
Syracuse	62	50,298	701	1.4	1.3	0.6	↗ 1.5	↗ 9.5	- 3.2	↗132.9
Utica	69	51,452	391	0.8	0.7	0.6	- 0.2	↗ 1.8	- 14.6	↗ 14.7
MAJOR WAR INDUSTRIES										
Manufacturing - total c/	1,075	1,012,817	11,012	1.1	1.0	0.7	↗ 0.1	↗ 5.7	- 7.7	↗ 36.3
Ordnance and accessories	75	78,662	769	1.0	0.8	0.6	- 1.8	↗ 22.3	- 6.3	↗ 51.1
Chemicals and allied products	41	31,853	148	0.5	0.5	0.4	↗ 0.5	- 9.2	- 1.7	↗ 2.8
Iron and steel products	131	72,466	719	1.0	0.8	0.5	↗ 1.2	↗ 23.3	- 4.2	↗ 91.7

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TABLE K - EMPLOYMENT OF PART-TIME WORKERS IN SELECTED ESTABLISHMENTS (concluded)
New York State, by Labor Market Area and Major War Industries
March 1944 - March 1945

	Number of establishments a/	Employment March 1945		Part-time as per cent of total			Per cent change in employment			
							Jan.-Mar. 1945		Mar. 1944-Mar. 1945	
		Total	Part-time	March 1945	Jan. 1945	March 1944	Total	Part-time	Total	Part-time
Aircraft and parts	65	145,937	375	0.3	0.4	1.0	- 1.5	- 34.0	- 19.6	- 80.0
Ship and boat building	46	128,241	143	0.1	(b)	0.1	/ 0.2	/286.5	- 7.6	/ 93.2
Nonferrous metals and products	41	25,312	240	0.9	0.9	0.4	/ 2.5	/ 3.9	- 15.2	/114.3
Electrical machinery	124	152,086	1,367	0.9	0.8	0.6	/ 1.2	/ 15.5	- 6.6	/ 50.2
Machinery (except electrical)	144	70,526	574	0.8	0.6	0.6	/ 1.2	/ 27.8	- 6.0	/ 39.0
Automobiles and equipment	20	16,332	123	0.8	0.7	0.9	- 0.6	/ 0.8	- 0.8	- 18.5
Professional and scientific instruments	50	88,526	2,374	2.7	2.6	1.0	/ 0.3	/ 5.2	- 2.4	/159.2

a/ Excludes establishments with insufficient information.
b/ Less than 0.05 per cent.
c/ Includes several industries not listed.

Source: Reports of Current and Required Employment (ES-270), March 1945.

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File in New York Region II

WOMEN'S BUREAU.
NOV 15 1944
DEPARTMENT OF LABOR

LABOR MARKET DEVELOPMENTS IN NEW YORK STATE

= NOVEMBER 1944 =

WAR MANPOWER
COMMISSION
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WAR MANPOWER COMMISSION
Region II
Division of Reports and Analysis

Labor Market Developments in New York State
November 1944

Note:

Beginning with the November issue the title of the publication Labor Market Reports - New York State Summary has been changed to Labor Market Developments in New York State. Furthermore, from this issue on, Labor Market Developments in New York State will be dated as of the month of publication. There will be no report dated August, September, or October 1944.

DRA (11-4-44)

LABOR MARKET DEVELOPMENTS IN NEW YORK STATE
November 1944

Volume IV — Number 6

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MAJOR, SPECIAL, AND MINOR LABOR MARKET AREAS
AND LOCAL OFFICES INCLUDED IN EACH AREA

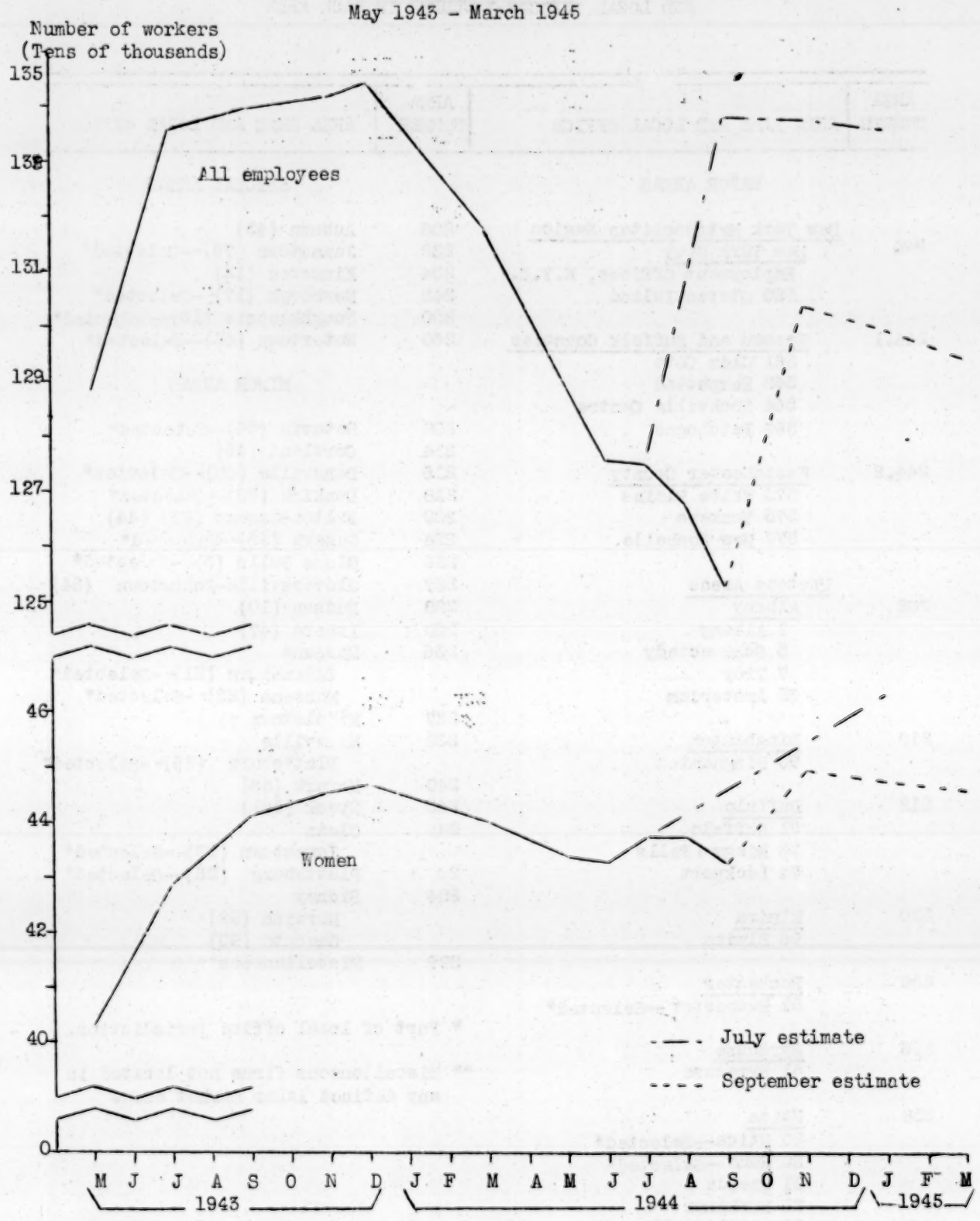
AREA NUMBER	AREA NAME AND LOCAL OFFICE
	MAJOR AREAS
	New York Metropolitan Region
244	New York City
	Employment Offices, N.Y.C.
	550 Staten Island
244.1	Nassau and Suffolk Counties
	561 Glen Cove
	562 Hempstead
	564 Rockville Centre
	567 Patchogue
244.2	Westchester County
	573 White Plains
	575 Yonkers
	577 New Rochelle
	Upstate Areas
202	Albany
	1 Albany
	5 Schenectady
	7 Troy
	35 Amsterdam
210	Binghamton
	90 Binghamton
212	Buffalo
	71 Buffalo
	73 Niagara Falls
	74 Lockport
220	Elmira
	96 Elmira
252	Rochester
	51 Rochester--Selected*
256	Syracuse
	41 Syracuse
258	Utica
	20 Utica--Selected*
	30 Rome--Selected*
	31 Oneida
	32 Herkimer
	33 Little Falls

AREA NUMBER	AREA NAME AND LOCAL OFFICE
	SPECIAL AREAS
206	Auburn (45)
232	Jamestown (79)--Selected*
234	Kingston (12)
242	Newburgh (17)--Selected*
250	Poughkeepsie (13)--Selected*
260	Watertown (42)--Selected*
	MINOR AREAS
208	Batavia (54)--Selected*
214	Cortland (46)
216	Dansville (60)--Selected*
218	Dunkirk (78)--Selected*
222	Fulton-Oswego (43) (44)
224	Geneva (56)--Selected*
226	Glens Falls (3)--Selected*
227	Gloversville-Johnstown (34)
228	Hudson (10)
230	Ithaca (47)
236	Massena
	Ogdensburg (21)--Selected*
	Massena (22)--Selected*
237	Middletown (1[illegible])
238	Mineville
	Plattsburg (26)--Selected*
240	Newark (53)
245	Nyack (581)
246	Olean
	Jamestown (79)--Selected*
247	Plattsburg (26)--Selected*
254	Sidney
	Norwich (92)
	Oneonta (93)
299	Miscellaneous**

* Part of local office jurisdiction.

** Miscellaneous firms not located in any defined labor market area.

CHART 1- EMPLOYMENT TRENDS IN MAJOR WAR INDUSTRIES
ALL EMPLOYEES AND WOMEN
New York State
May 1943 - March 1945



Source: Reports of Current and Required Employment (ES-270) for 1,144 matched establishments.

War industry employment trends in New York State

Employment in New York State continued to decrease from July to September. The drop was 0.8 per cent greater than in the preceding two-month period, May to July. This increasing downward trend by September, however, had been expected since a substantial portion of it is to be attributed to the dropping out of summer workers, such as students, teachers, vacationists, housewives, and other persons normally not in the labor market.

Area and industry developments. The 1,162 essential plants reporting in the State, whose labor force amounted to 1,255,700 in September, lost 22,500 employees from July to September. Compared with a year ago, employment throughout the State decreased by more than 86,000. For the first time in a long period there was not a single major area which reported an employment increase. Losses in the Buffalo Area and in New York City were greatest, a total of 10,100 workers. The main reasons for these losses were layoffs due to contract expirations and cutbacks. In accordance with trends shown previously, employment dropped least in the Rochester and Syracuse Areas. (See Table 15, page 36.)

With the exception of the Buffalo Area, all areas throughout New York State anticipate, however, additional needs for workers in the months ahead. Buffalo expects such substantial aircraft contract terminations by the end of this year that layoffs of workers in the area's ten declining firms will be far from offset by the increased labor needs of 161 expanding firms. Employers in Buffalo expect a drop in employment of more than 13,000 six months hence. On a State-wide basis, however, expansion demands, as anticipated by 1,061 firms in September, show a need for 66,000 additional workers by November 1944 and 82,000 by March 1945. One hundred and one other establishments anticipate losses of 13,900 by November and more than 40,000 by March 1945, leaving net expansion demands at 52,000 and 42,000 for the two periods.

With the exception of the automobiles and equipment group, which increased employment by somewhat more than a hundred, all industry groups showed declines in employment from July to September of this year. Employment in the shipbuilding, aircraft, and ordnance groups went down farthest, in the order mentioned. In aircraft and ordnance the labor forces decreased because of production revisions and in shipbuilding because of the erratic nature of the work. (See Table 16, page 38.)

As for future demands, the picture has not changed from that of previous months: all manufacturing industries but aircraft indicate a need for additional workers. Plants engaged in manufacturing electrical machinery show the largest anticipated demands with more than 10,800 workers wanted by March, of which over 8,100 will be needed by November 1944 and 10,400 by January 1945. Further substantial expansion needs are reported by the producers of professional and scientific instruments, iron and steel products, and nonelectrical machinery--between 5,000 and 7,000 each; by shipbuilding and ordnance--3,600 and 3,000 each; by chemicals, nonferrous metals, and automobiles--between 2,000 and 1,300 each. In contrast, the aircraft industry estimates its loss in employment at almost 18,000 by March 1945, which amounts to almost 60 per cent of this industry's loss in employment during the period September 1943 through September 1944.

Past experience has shown that employment expansion estimates are unlikely to be reached. Employment in war-related activities in New York State will probably continue the downward trend exhibited since last November. An important reason for failure to realize anticipated employment levels is the incidence of unexpected downward revisions in production which may be expected to continue. As a matter of fact, notices of production cuts have been reported since September.

Figures shown in preceding paragraphs do not take into account employment revisions that may result from these notices. Area statements shown under Adequacy of Labor Supply (on page 7) do include information received in October.

Trends in employment of women. While employment of women had increased by 0.8 per cent from May to July, it declined again by 1.1 per cent from July through September, mainly, however, because the summer workers had dropped out of the labor market at the end of that period. Only New York City, Rochester, and Utica showed increased female employment by September of 30, 180, and 94 women, respectively. (See Table 17, page 40.)

Of the totals of 52,000 and 42,000 workers needed by November 1944 and March 1945, respectively, 17,000 and 13,000 are expected to be women. Except for Binghamton and Buffalo, all areas anticipate a need for additional female workers. Buffalo and Binghamton estimate their drop of women workers to total 1,000 by November and 9,900 by March 1945. Additional demands are expected in the New York Metropolitan Region, Syracuse, Utica, Rochester, Albany, and Elmira. These areas' expansion needs of female workers range from 10,900 down to 1,000 between September 1944 and March of next year.

On an industrial basis, employment of women has declined in all groups except shipbuilding, professional and scientific instruments, and iron and steel products. Increases in all three groups together amounted, however, only to 564 women. Future estimates confine the drop in women's employment to two industries only: aircraft (10,100 women) and shipbuilding (45); all other groups indicate needs for additional female labor, ranging from 328 to as many as 6,845 an industry group.

Trends in employment of part-time workers. By September utilization of part-time workers amounted again, as in May, to 0.8 per cent of total employment in the leading plants on war or war-supporting production throughout the State. A large portion of these part-time employees were school boys and girls who had decided to go back to school and had "converted" from full-time vacation workers into part-time student workers. The lowest per cent of part-time workers was reported by the Metropolitan Region (0.2), the highest ratios by Rochester (2.1) and Albany (1.3). Part-time employment can be expected to rise further, largely through the extended use of students after school hours and on Saturdays. Employers, both essential and less essential, seem to be turning more to this source of supply as one means of filling labor needs.

Rochester, in the lead, expects increasing part-time employment. Several companies encouraged all their temporary full-time summer workers to accept part-time jobs. Other Rochester firms established new "housewife" shifts, with hours from 10 A.M. to 2:30 P.M., for which a supply of applicants was quickly obtained.

In the Albany Area larger war plants, among them the Army Service Forces Depot, set up special shifts using high school students only, on a four-hour basis, in the mornings as well as in the late afternoons. As far as possible, work selected for students supplements their courses. Therefore, school credit is allowed for some work.

Syracuse employers too, look forward to enlarging their part-time employment in essential industries. There a special registration was conducted in schools during the last week in September, and it is hoped that approximately 500 students will be available for part-time employment.

In Buffalo the situation is somewhat reversed. While last fall many of the essential industries had openings on special shifts, this year fewer essential part-time jobs are available. Such jobs are for the most part in less essential activities, such as department and chain stores, theaters, restaurants, and neighborhood shops.

Trends in employment of nonwhites. Nonwhite workers accounted for 3.1 per cent of the total labor force in leading war plants throughout the State in September 1944 compared to 2.3 per cent a year ago. (See Table 1, page 6.) New York City shows the greatest increase: 1.8 per cent, or 5,793 persons. With the exception of Westchester County, which shows a small loss, all major labor market areas increased their nonwhite personnel during the last 12 months.

On an industrial basis, each major war industry had more nonwhite workers on its payroll in September 1944 than a year ago. Among them the ordnance and electrical machinery groups had enlarged their nonwhite labor forces most. (See Table 1, page 6.)

Turnover. Total separations in New York State war establishments rose in August to the level of 6.2 per cent. This uptrend, however, was expected owing to the season. Summer heat, dropping out of vacationists, return of students to school caused a large jump of the quit rate in August which was highest in the ordnance group. (See Table 18, page 42.) The layoff rate, on the other hand, dropped; it fell below the May and June levels since no large cutbacks in war production materialized in August. Although the over-all layoff rate for all manufacturing industries decreased, the ordnance, iron and steel products, nonferrous metals, and nonelectrical machinery groups reported increases due to unexpected contract cancellations. The greatest decline in the layoff rate was in New York State's aircraft industry. During June a big aircraft plant in New York City had laid off some 6,500 workers. This development in the New York State aircraft industry was the opposite of that in the Nation, where the rate had gone up slightly in August.

Accessions declined, also, from 5.6 per cent in June to 5.0 per cent in August, thereby failing to offset the increased separations. In August the automobile industry in New York State was the only group in which the accession rate was higher than that of separations.

Turnover in New York State compared rather favorably with national figures in August. For every 1,000 workers on factory payrolls, New York State's war plants lost, on the whole, 16 less than the Nation; accessions were higher by 6 per thousand than those of the entire country.

TABLE 1 - RATIO OF NONWHITE WORKERS TO TOTAL EMPLOYMENT
New York State by Labor Market Area and Selected Industries
September 1943 and September 1944

	Employment of nonwhites		Nonwhites as per cent of total employment	
	Sept. 1943	Sept. 1944	Sept. 1943	Sept. 1944
LABOR MARKET AREA				
State total	30,818	38,442	2.3	3.1
Metropolitan Region	18,031	24,116	3.5	4.9
New York City	15,295	21,088	3.7	5.5
Nassau and Suffolk Counties	1,796	2,154	2.6	3.5
Westchester County	1,000	874	2.7	2.2
Remainder of State	12,727	14,326	1.5	1.9
Major Upstate Areas				
Albany	1,003	1,107	0.9	1.1
Binghamton	77	119	0.2	0.3
Buffalo	7,615	8,541	3.4	4.2
Elmira	198	243	0.7	0.9
Rochester	871	973	0.8	0.9
Syracuse	675	692	1.2	1.3
Utica	470	469	0.9	0.9
SELECTED INDUSTRIES				
Manufacturing - total a/	26,745	33,759	2.3	3.2
Ordnance and accessories	1,774	3,260	1.8	3.6
Chemicals and allied products	915	1,095	2.7	3.4
Iron and steel products	7,355	7,417	9.3	10.2
Aircraft and parts	2,139	1,857	1.1	1.1
Ship and boat building	1,258	2,388	0.9	1.8
Nonferrous metals and products	2,009	1,824	6.4	6.5
Electrical machinery	3,442	6,658	2.3	4.3
Machinery (except electrical)	1,066	1,141	1.5	1.8
Automobiles and equipment	98	214	0.7	1.5
Professional and scientific instruments	3,135	2,843	2.5	2.5

a/ Includes several industries not cited.

Source: Reports of Current and Required Employment (ES-270), September 1944.

The total separation rate for women in all manufacturing throughout New York State was 84 per 1,000 compared with 74 in June (See Table 19, page 43) and with 95 in the Nation. In the State women quit most often in the areas of Syracuse, Elmira, Buffalo, and Rochester. The only industries which women entered at a higher rate than in June were the automobile and aircraft groups.

Latest reports referring to September and October show a tendency toward rising restlessness among male workers engaged in essential work. Men over 30, no longer fearful of being drafted, are anxious to return to their normal employment, which they had left to obtain draft deferment. Because of a wave of overoptimism about the situation in Europe, workers endeavor to enter less essential activity with postwar employment security. This may not be reflected in future separation rates since workers do not have too good a chance of being released.

Adequacy of labor supply

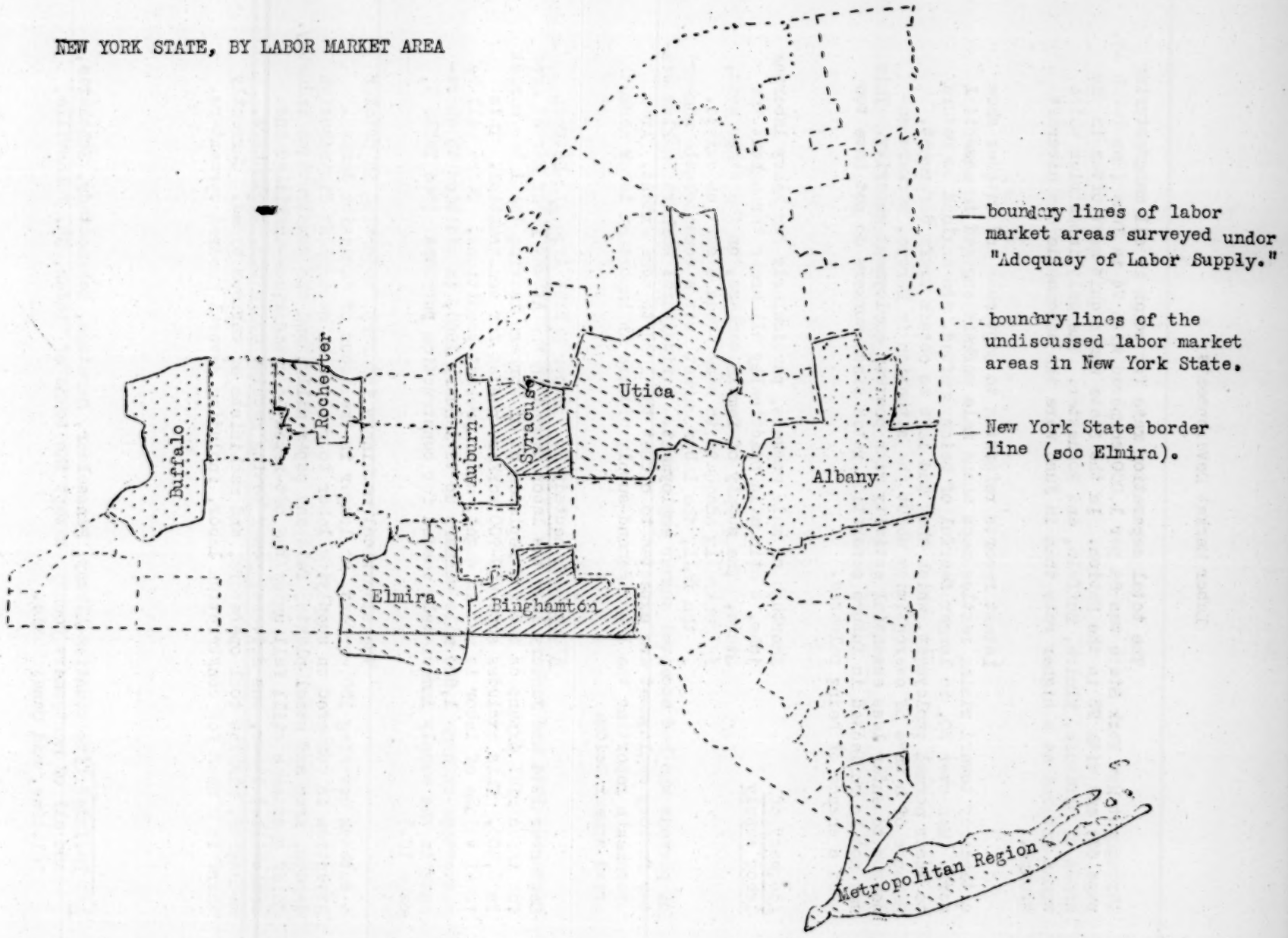
Shortage of male workers, particularly for heavy laboring jobs, continues in practically all areas throughout the State. The supply of female workers, on the other hand, is generally adequate; in some areas a surplus exists. In the fall, the labor market lost a considerable number of persons who had accepted summer employment. Agricultural workers seeking winter factory employment are expected to offset the loss to some extent. Area statements reporting the labor demand-supply picture in important labor market areas appear below.

Albany-Schenectady-Troy Labor Market Area.1/ Between September 1944 and January 1945 the labor demand in the Albany Labor Market Area for industrial expansion and for replacement of workers leaving the labor market is 6,200. This excludes some 800-900 workers needed for construction. This total volume of labor is not in sight, under present conditions. There will be a shortage of some 1,800 male workers up to January 1945, in addition to shortages in the supply immediately needed for construction purposes. (See Table 2, page 10.)

The electrical machinery industry, reporting in October a cutback covering 150 workers, no longer is the focus of expansion demand. Attention is centered on supplying labor to railroads, government distribution depots, iron and steel plants, felt and paper mills, and the construction industry. Chief shortages still fall under the oft-repeated categories--unskilled and semiskilled labor, bus drivers, power sewing machine operators, toolmakers, mechanics, machine tool operators, and machinists of various types. Currently there is a need for construction labor, including several hundred carpenters.

1/ Includes five counties-Albany, Rensselaer, Saratoga, Schenectady, Schoharie, and all of Montgomery County, except the towns of Minden, St. Johnsville, Palatine, and Canajoharie.

NEW YORK STATE, BY LABOR MARKET AREA



The Albany Area is currently classified as an area in which male labor shortages exist which may endanger essential production (Group II). Many factors, in addition to replacement and construction demands, conspire to move the Albany Area into a period of greater stringency and shortage. Teachers and students in considerable numbers have withdrawn from the labor market. Marked housing shortages in both Schenectady and Troy discourage in-migration, especially of unskilled labor. In general, inadequate transportation, the coming of winter, and the search for postwar safety encourage constant withdrawal of labor from the commuting area.

In September 1944 employment in 74 leading establishments in the Albany Area amounted to 98,667, of which 34 per cent were women. During the July-August period employment in these plants dropped. Railroads, ordnance, and miscellaneous machinery were the only industries that showed net gains in employment, and these were small. Electrical machinery showed the largest loss, about 2,200, of which 300 were women. Other losses were distributed rather evenly over the balance of the industries and depots.

Though labor losses were incurred by priority firms during the July-August period, the priority referral system demonstrated its effectiveness. The program routed considerable labor into needy plants and depots. The American Locomotive Company, the Watervliet Arsenal, and three important firms in the heavy iron and steel industry were enabled to bring their production up to date, and some 1,550 placements were made with establishments holding priority ratings with respect to referral of workers.

But in whatever direction the supply of labor is now channeled under the priorities plan, shortages must occur in other directions. The present period (September-October) will unquestionably show another heavier decline in the labor force in keeping with the trend that has now been in effect since the March-April 1944 period.

Auburn Labor Market Area.1/ The Auburn Labor Market Area is currently classified as Group II or an area in which labor shortages exist which may endanger essential production. These shortages, which are primarily of men, will be eased somewhat, especially in the foundries, within the next few months when some 150 men leave the farms for winter employment in industry.

Labor demand in the Auburn Labor Market Area remains virtually the same as in July. Between September 1944 and March 1945 about 1,000 additional workers are expected to be taken on to meet expansion needs and to replace workers leaving the area. While the over-all numerical supply is expected to be adequate, shortages of male workers for heavy labor will probably continue. (See Table 3, page 10.)

1/ Defined as Cayuga County.

TABLE 2 - ALBANY-SCHENECTADY-TROY LABOR MARKET AREA
September 1944 - January 1945

Summary of labor demand and supply	From September 1944 to Nov. 1944	From September 1944 to Jan. 1945
Total net demand	4,600	6,200
Industrial expansion a/	3,500	4,200
Replacements necessary due to		
Out-migration, including military service withdrawals	800	1,400
Net loss of commuters to other labor market areas	300	600
Total employable workers expected to be available	3,050	4,450
Currently unemployed	600	600
Reductions in construction, agricultural, and seasonal activities	100	150
Transfers from less essential establishments	1,500	2,000
Young people (not new entrants)	500	1,000
Women not customarily in labor force b/	150	300
Returned veterans	200	400
Shortage	1,550	1,750

TABLE 3 - AUBURN LABOR MARKET AREA
September 1944 - March 1945

Summary of labor demand and supply	From September 1944 to Nov. 1944	From September 1944 to Jan. 1945	From September 1944 to Mar. 1945
Total net demand	625	850	1,000
Industrial expansion a/	550	700	775
Out-migration, including military service withdrawals	75	150	225
Total employable workers expected to be available	625	850	1,000
Currently unemployed	150	150	150
Reductions in construction, agricultural, and seasonal activities	100	150	150
Transfers from less essential establishments	300	300	300
Young people (not new entrants)	50	100	150
Women not customarily in labor force c/	-	100	150
Returned veterans	25	50	100
Shortage or surplus	-	-	-

a/ Net change in employment. Balance between firms expecting employment expansion and those expecting decline.
b/ A potential reserve of 3,400 women will exist in January 1945.
c/ A potential reserve of 700 women will exist in March 1945.

The American Locomotive Company, manufacturer of Diesel engines and parts, predicts a need for 360 in personnel during the next half year to produce desired output, which is currently lagging behind schedule. Most openings are for the second shift, and wage rates are not attractive enough to recruit sufficient labor. The International Harvester Company, making farm machinery and castings, is also somewhat behind schedule because of lack of manpower in its foundry shop. This concern requires about 130 more workers during the next half year. Beacon Milling Company is also in serious need of labor. Columbian Rope Company, which urgently needs workers in its plastics and rope divisions to achieve desired output, has recently received notice of reduced requirements in aircraft production. This concern may release 250 workers, most of them women.

Employment in the 14 leading establishments of the area amounted in September to 8,985, a decline of 100 since July. Women accounted for 39 per cent of the working force. During the vacation period students helped fill some of the labor needs, but this group left the labor market at the reopening of schools.

In the face of a declining working population, production has made very definite progress. The principal lag of the past few months, output of Diesel engines, has been virtually overcome. The wartime work week of 48 hours was established in Auburn in September but has not to date effected any release of workers.

Binghamton Labor Market Area.1/ The Binghamton Labor Market Area is faced with a possible surplus of female workers along with a continuing shortage of male workers. Between September 1944 and March 1945, 2,190 workers will be needed by essential industries to increase production and to replace workers leaving the labor market. A numerical balancing of supply and demand between September and March would leave a net surplus of 110 workers. But this conceals the fact that the demand as indicated in September calls for 1,320 men and 870 women against an expected supply of 880 men and 1,420 women. Actually there will be a shortage of 440 men along with a surplus of 550 workers. (See Table 4, page 12.)

Largest labor demands come from Endicott Johnson Corporation and Ansco Divison. Endicott Johnson requires in the next half year some 700 additional workers, of whom 500 must be men to staff its rubber mill now under construction and scheduled for completion early next year. Ansco Division needs several hundred additional workers to meet increased orders for films for the Army. Remington Rand, currently transferring operations from its Bridgeport plant to this area, plans to hire about 150 workers before the end of the year. Several foundries and plants engaged in highly urgent production have small but important needs for male workers to overcome the production lags caused by manpower shortages.

1/ Comprises Broome and Tioga Counties.

TABLE 4 - BINGHAMTON LABOR MARKET AREA
September 1944 - March 1945

Summary of labor demand and supply	From September 1944 to		
	Nov. 1944	Jan. 1945	Mar. 1945
Total net demand	1,060	1,430	2,190
Industrial expansion	860	1,020	1,570
Out-migration, including military service withdrawals	200	410	620
Total employable workers expected to be available	1,410	1,940	2,300
Currently unemployed	800	800	800
Young people (net new entrants)	150	300	450
Returned veterans	100	200	300
Employment declines in war firms	360	640	750
Surplus a/	350	510	110

TABLE 5 - BUFFALO LABOR MARKET AREA
September 1944 - January 1945

Summary of labor demand and supply	From September 1944 to	
	Nov. 1944	Jan. 1945
Total net demand	12,200	14,450
Industrial expansion b/	10,400	10,800
Replacements due to		
Out-migration, including military service withdrawals	1,000	2,050
Loss of commuters to other areas	300	600
Retirement from labor market	500	1,000
Total employable workers expected to be available	6,900	21,050
Reduction in construction, agricultural, and seasonal activities	400	1,100
Young people (net new entrants)	1,200	2,400
Women not customarily in labor force	500	750
Part-time workers (full-time equivalent)	150	200
Employment declines in war plants	3,850	15,000
Returned veterans	800	1,600
Shortage or surplus	- 5,300	+ 6,600

a/ Actually a shortage of male workers will exist coincident with a surplus of women. The supply of men will fall short in meeting the demand by 80 in November 1944 and by 440 in March 1945. Women will constitute a surplus of 430 by November and 550 by next March.

b/ Includes railroads.

There is a good possibility, however, that the surplus of women will be absorbed. Recent reports reveal that two concerns may require a substantial number of female workers. The National Carbon Company, recently settled in the area, expects to hire almost 500 women in the not very far future. The Remington Rand parent company is now consolidating all of its propeller activity in the Johnson City plant. When it closes down its Marietta plant within several months and transfers work to this area, it probably will need a few hundred women workers. Since the plans of the two concerns mentioned are still in the tentative stage, labor requirements have not been included in the demand cited above.

In September 1944, 26 leading establishments in the Binghamton Area had on their payrolls 39,199 workers, 38 per cent of whom were women. Employment in these plants was 300 below the July level. It is believed that a large part of the 300 women who left these firms between July and September drifted away from the labor market.

Buffalo Labor Market Area.1/ The Buffalo Labor Market Area continues to be classified as the only area in the State with an acute labor shortage (Group I), but some easing of manpower demand is now apparent. Cutbacks and contract terminations have sharply lowered the need for additional workers and have released some workers to plants in need of labor. Employment drops are almost wholly in the transportation equipment industry, primarily in the airframe and air-motor plants. The Great Lakes Shipping Industry will also contribute several hundred male workers to the labor market about the first of the year at the close of the navigation season.

Between September and November 1944, the net demand for additional workers will total 12,200. These workers will be needed for expanded activity in 185 essential establishments, including railroads, and for replacement of workers lost to the labor market by entrance into military service, migration to other areas, and retirement. The supply of workers, including those expected to be laid off because of production adjustments, will fall short in meeting the demand by 5,300. After November, however, the labor supply will increase considerably as a result of heavy production cuts. A numerical balancing of supply and demand indicates that a surplus of labor may exist by early next year. (See Table 5, page 12.) But if new aircraft contracts are placed in Buffalo, a surplus in labor supply will not occur.

The obstacles to fulfilling next year's needs completely, despite the very substantial employment drop that is expected, are several: (1) Many of the women released from war plants drop out of the labor market completely; (2) other laid-off workers seek jobs seeming to offer postwar security or they return to their homes in other areas; (3) a good proportion of workers to be let go are women, while labor needs are primarily for men, either highly skilled or physically fit for heavy work.

1/ Comprises Erie and Niagara Counties.

In Niagara Falls, industries most acutely in need of workers are the abrasive, metallurgical, and chemical, with demand heaviest in the Carborundum Company, Electro Metallurgical Company, and Hooker Electro Chemical Company. These concerns are attempting to secure workers from New York City. In Buffalo the Republic Steel Company shut down two of its open hearth furnaces because other departments were staffed inadequately to keep up with the production of ingots. Future labor needs are largest in Buffalo steel and machinery plants and railroads. In September, 32 firms engaged in war work of the utmost urgency required 4,300 workers to overcome production lags resulting from manpower shortages.

In September 1944, 171 establishments in the Buffalo Area employed 203,437 workers, 21,300 fewer workers than in September 1943 and 5,600 fewer than in July 1944. Women constituted 32 per cent of September employment in these concerns.

Elmira Labor Market Area.1/ Despite the heavy layoffs at the Carl Norden plant, estimates of labor supply and demand do not indicate any surplus of labor in the Elmira Area during the next half year. To meet industrial expansion needs and to replace workers leaving the labor market, 4,080 additional workers will be needed between September 1944 and March 1945. Supply and demand should just balance out in the two and four-month periods following September, while a shortage of some 100 male workers can be expected by the end of the six-month period. (See Table 6, page 16.)

The largest demands for workers are still concentrated in three establishments: the Eclipse Machine Division, manufacturing ordnance equipment; the Remington Rand Company, turning out typewriters, adding machines, and munitions components; and the Corning Glass Works, making technical glass. These three concerns account for practically 80 per cent of the expansion demands in munitions and essential civilian industries. The Eclipse Machine Division, which has been selected by the Army to operate the former Norden plant, will act more or less as a central repair shop serving all companies in the United States manufacturing time fuses and is expected to employ approximately 2,500 workers at peak. Most of the workers needed will be semiskilled and unskilled personnel to be trained on the job.

While the quantity and quality of available skilled and semiskilled workers have definitely improved because of the Norden layoffs and have relieved the labor situation in the area to a considerable extent, there is still a substantial unsatisfied demand for heavy labor for several of the war plants. Shortages of laborers continue in foundry and other heavy industry plants and are delaying production in plants engaged in war work of the greatest importance. These plants have extended hours of work to cut down the production lag. Demand for male workers in the next six months will continue to be met primarily by the remainder of the layoffs at Norden and by the return of farm workers to industry.

1/ Comprises Chemung, Schuyler, and 51 per cent of Steuben Counties in New York State and 69 per cent of Bradford and 45 per cent of Tioga Counties in Pennsylvania.

Labor Market Developments

In September 1944, 22 major establishments in the area employed 26,519 workers, 38 per cent of whom were women. Since July employment in these plants fell by 2,200; 1,200 were women. The chief reason for the drop, of course, was the contract termination at the Norden plant.

Because of the temporary surplus of male labor, it was decided to permit a considerable amount of recruiting for national programs of high priority during September. Numbers of workers are leaving the community for highly paid jobs in the West Coast shipyards and Hickam Field and for the Merchant Marine. In these cases, wages are for the most part the determining factor, as available jobs for skilled and supervisory workers from Norden in Elmira offer considerably lower wages and salaries. Where reasonable, therefore, these workers were given area clearance, after the employer's release of the worker had been obtained. It is estimated that since July some 650 men took jobs outside the area, entered less essential industry, or are currently unemployed.

At a combined meeting of the Labor-Management and Priorities Committees on August 22, it was decided to lift ceilings on total employment in the area, with the exception of the city of Corning, and to apply ceilings solely to male workers. In this way, the local office has been able to refer women workers to less essential job openings, thus preventing serious unemployment in the area. About 650 women have temporarily withdrawn from the labor market until they are needed later in the year to meet the expansion needs of the Eclipse Company.

New York Metropolitan Region.1/

New York City. Major war firms in New York City are still predicting expansions in labor force and forecast an increase of 26,600 between September 1944 and March 1945. Replacements needed for workers who will leave the area, including military service withdrawals, raise the demand during this period to 59,600. While individual firms will continue to experience difficulty in recruiting workers, the "paper" supply of 64,600 workers expected to be available (including some 7,700 who will be laid off by war firms) will leave a surplus of 5,000 by March 1945. (See Table 7, page 16.)

It is more likely, however, that employment in war concerns will decline. The estimates of management in war establishments have been consistently overstated during the past year. In July, for example, war employers forecast a rise of 17,130 by September, but in reality there was a drop of 4,510. As in preceding months, the declines were not limited to a few plants but were widely scattered.

Employment in the metals and machinery manufacturing group (the primary war industries) showed a two per cent drop between August and September within New York City. Total manufacturing employment, however, went up one half of one per cent from the August level as a result of a sizable seasonal upswing in apparel factories. Employment in construction went down 2.7 per cent, wholesale trade also went down one half of one per cent, while retail trade showed a large seasonal spurt of 7.1 per cent.

1/ Comprises New York City and Nassau, Suffolk, and Westchester Counties.

TABLE 6 - ELMIRA LABOR MARKET AREA
September 1944 - March 1945

Summary of labor demand and supply	From September 1944 to Nov. 1944	Jan. 1945	Mar. 1945
Total net demand	2,570	3,430	4,080
Industrial expansion	2,030	2,690	3,140
Out-migration, including military service withdrawals	540	740	940
Total employable workers expected to be available	2,590	3,450	3,970
Currently unemployed	500	500	500
Reductions in construction, agricultural, and seasonal activities	300	400	400
Young people (not new entrants)	100	200	300
Women not customarily in labor force a/	800	1,410	1,770
Returned veterans	50	100	150
Employment declines in war firms	840	840	850
Shortage or surplus	+ 20	+ 20	- 110

TABLE 7 - NEW YORK CITY
September 1944 - March 1945

Summary of labor demand and supply	From September 1944 to Nov. 1944	Jan. 1945	Mar. 1945
Total net demand	31,213	47,978	59,637
Industrial expansion	18,513	24,878	26,637
Replacements necessary due to Out-migration, including military service withdrawals	9,700	18,100	26,000
Net loss of commuters to other labor market areas	3,000	5,000	7,000
Total employable workers expected to be available	31,474	48,378	64,625
Currently unemployed	5,000	5,000	5,000
Declines in essential employment b/	4,574	6,578	7,725
Young people (not new entrants)	5,200	10,400	15,800
Women not customarily in labor force c/	7,000	7,000	7,000
Workers returning from other areas	4,000	8,000	12,000
Returned veterans	5,700	11,400	17,100
Surplus	261	400	4,988

a/ A potential reserve of 780 women will exist by March 1945.
b/ Declines are not expected in non-war industries.
c/ A potential reserve of 123,000 women will exist in March 1945.

The labor supply was smaller in September than in July. September showed a drop in relation to July because of the large influx of high school graduates and students seeking summer jobs in the latter month. While the percentage of older workers, workers with little experience, and maladjusted persons is high, the number of better-qualified applicants has increased slightly in several categories. Some of the persons now available are experienced workers released as the result of contract cutbacks. At least 1,600 persons were dismissed in 21 war firms owing to curtailment of war contracts during August and September. The persons laid off did not remain unemployed for long, but secured other jobs.

Shortages in specified occupations continue to plague most essential firms, in greater or lesser degree. Among the most serious of the shortages is that in hospitals, where unfilled openings at the end of September numbered 10,000 (3,000 nurses and 7,000 other workers). It is most serious in this field because there is least hope of ever filling the need as long as the war lasts; the wage scale there is extremely unrealistic and unattractive compared to other employment fields. Another tight spot is in apparel factories which are producing various essential war items, such as army field jackets, children's clothing, jungle hammocks, stretchers, and sleeping bags. Here, too, low wages are the critical factor. There are the usual shortages of nearly all the highly skilled occupations, as tool and die makers, machinists, instrument makers, wood and metal pattern makers, coremakers, molders, refrigerator mechanics, electric motor repairmen, auto mechanics, licensed seamen. And the overwhelming demand for able-bodied laborers is also unabated.

In September from 50 to 60 "must" firms engaged in war work of highest urgency were behind in production because of manpower shortages. At the end of the month unfilled openings for "must" establishments were 1800. Largest needs were for aircraft and radar production. In addition, 98 Number One Priority plants reported 9,500 unfilled job openings.

In this area of supposed "labor surplus," problems of production and labor supply are continuous. Major manpower problems revolve around responsiblities to: (1) Staff the local "must" and priority firms, (2) recruit for out-of-town priority firms, (3) fill the labor needs of other essential establishments, (4) authorize or deny requests of employers to produce civilian goods under the "spot reconversion" program. Manpower programs are directed to these items with preference given in the order cited.

Nassau and Suffolk Counties. Because of the increased hiring needs of aircraft and professional and scientific instrument firms following the upward revisions of existing contracts and the receipt of new contracts, the labor demand in Nassau and Suffolk Counties for the September 1944-March 1945 period is expected to be greater than at any other time during the past year. Some 61,300 persons were employed in the 26 leading firms in September 1944; 32.5 per cent were women. During the next six months an over-all increase of staff of at least 5,650 is expected in these firms. If contracts now being negotiated materialize, these gains may even be larger.

TABLE 8 - NASSAU AND SUFFOLK COUNTIES
September 1944 - March 1945

Summary of labor demand and supply	From September 1944 to Nov. 1944	Jan. 1945	Mar. 1945
Total net demand	3,575	5,996	8,174
Industrial expansion	2,947	4,709	6,228
Out-migration, including military service withdrawals	628	1,287	1,946
Total employable workers expected to be available	4,180	5,996	8,174
Currently unemployed	1,400	1,400	1,400
Reductions in construction, agricultural, and seasonal activities	800	800	800
Transfers from less essential establishments	400	775	1,150
Declines in war plants	328	478	578
Young people (not new entrants)	600	1,200	1,800
Women not customarily in labor force a/	-	39	490
Net increase of commuters	200	400	600
Returned veterans	452	904	1,356
Surplus	605	-	-

TABLE 9 - WESTCHESTER COUNTY
September 1944 - March 1945

Summary of labor demand and supply	From September 1944 to Nov. 1944	Jan. 1945	Mar. 1945
Total net demand	4,096	4,780	5,394
Industrial expansion	3,510	3,580	3,580
Out-migration, including military service withdrawals	586	1,200	1,814
Total employable workers expected to be available	4,096	4,917	6,440
Currently unemployed	1,000	1,000	1,000
Reductions in construction, agricultural, and seasonal activities	200	200	200
Transfers from less essential establishments	475	925	1,125
Declines in war plants	388	632	875
Young people (not new entrants)	600	1,200	1,800
Women not customarily in labor force b/	953	-	-
Returned veterans	480	960	1,440
Surplus	-	137	1,046

a/ A potential reserve of 6,950 women will exist in March 1945.

b/ A potential reserve of 15,000 women will exist in March 1945. This reserve is based on the assumption that the ratio of women 14 years or over in the labor force can be raised to a peak of 40 per cent. The present ratio is estimated at 34 per cent.

The demand for workers is larger for unskilled and semi-skilled categories, but plants are finding it difficult to hire workers in these brackets until personnel can be obtained in the higher machine shop and tool-room occupations. The bottleneck at the present time is mainly in the latter classifications. While special manpower programs have been helpful in recruiting some of these workers, they have failed thus far to secure anywhere near the number of workers needed. The Hempstead office of the United States Employment Service has recommended that, in order to meet the needs of "must" firms, controlled hiring for all firms should be instituted in the area. Many workers are still being hired at the gate by plants not on the "must" list.

The supply at present consists in the main of construction and needle trades workers who are reluctant to accept war work because of the fear of losing their seniority and union rights. Moreover, many of them are not too easily adaptable to war work. While the theoretical over-all labor supply should be adequate to meet the labor demands during the September 1944-March 1945 period, it may be necessary to recruit workers from New York City to meet the needs of the firm. Transportation difficulties in the past have prohibited a large number of New York City residents from going to work in Nassau and Suffolk Counties. Although steps have recently been taken to improve this condition, much more action in this regard still is necessary. (See Table 8, page 18.)

Westchester County. Employment is expected to continue upward in Westchester County between September 1944 and March 1945. About 40,400 persons were employed in the 32 leading firms in September, of whom 38 per cent were women. During the next six months, demand for workers, including military replacements, may amount to approximately 5,400 workers.1/ This demand will be concentrated largely in shipyards, electrical machinery, and other machinery firms and is mainly for heavy unskilled work. Declines are expected during the same period in one large aircraft firm and in two other small war plants. Cutbacks in Westchester have not been extensive thus far, and where they have occurred have not released any sizable group into the labor market.

Although a number of women will have to be drawn into the labor market, the over-all labor supply should be adequate to meet industry's needs between September 1944 and March 1945. (See Table 9, page 18.) Over-optimism, however, regarding the speedy outcome of the war is reported to be interfering with placement operations. A large proportion of job seekers indicate preference for jobs with postwar futures rather than jobs open in war firms. The problem of recruitment would be decidedly improved, it is believed, if wage rates for unskilled labor were increased and transportation facilities bettered.

1/ This figure is inflated by the inclusion of an estimated increase in employment of about 2,000 at Arthur G. Blair, Inc., a repair shipyard. This increase was predicted on the assumption that sufficient work will be allocated to the yard to employ capacity staff.

TABLE 10 - ROCHESTER LABOR MARKET AREA
September 1944 - March 1945

Summary of labor demand and supply	From September 1944 to		
	Nov. 1944	Jan. 1945	Mar. 1945
Total net demand	3,300	4,000	4,600
Industrial expansion a/	2,800	3,000	3,100
Out-migration, including military service withdrawals	500	1,000	1,500
Total employable workers expected to be available	2,700	3,900	4,300
Currently unemployed	-	-	-
Reductions in construction, agricultural, and seasonal activities	300	1,100	1,100
Transfers from less essential establishments	500	500	500
Young people (net new entrants)	250	500	750
Women not customarily in labor force	1,500	1,500	1,500
Returned veterans	150	300	450
Shortage	600	100	300

TABLE 11 - SYRACUSE LABOR MARKET AREA
September 1944 - March 1945

Summary of labor demand and supply	From September 1944 to		
	Nov. 1944	Jan. 1945	Mar. 1945
Total net demand	4,750	6,000	6,400
Industrial expansion b/	4,450	5,375	5,450
Out-migration, including military service withdrawals	300	625	950
Total employable workers expected to be available	4,500	5,400	6,000
Currently unemployed	400	400	400
Reductions in construction, agricultural, and seasonal activities	500	700	700
Transfers from less essential establishments	2,000	2,200	2,200
Young people (net new entrants)	200	400	600
Women not customarily in labor force c/	1,250	1,350	1,500
Returned veterans	150	350	600
Shortage	250	600	400

a/ Net change in employment; balance between firms expecting employment increase and those expecting decline. Includes employment declines resulting from production revisions reported after receipt of September ES-270 reports.

b/ Net change in employment; balance between firms expecting employment increase and those expecting decline.

c/ A potential reserve of 1,500 women will exist in March 1945.

Rochester Labor Market Area.1/ The Rochester Labor Market Area is currently classified as an area in which male labor shortages exist which may endanger essential production (Group II). The stringency of labor supply, however, is expected to ease. Workers released by cutbacks, combined with a large number of agricultural workers gradually becoming available, will be of considerable assistance in meeting the labor needs of urgent production programs. Although male labor shortages will continue they will be less severe than predicted two months ago. The supply of labor will fall 300 short of meeting the demand for 4,600 workers between September 1944 and March 1945. (See Table 10, page 20.)

Industries indicating the largest expansion needs in the immediate future are scientific instruments, photographic apparatus, and optical goods; machinery; iron and steel; ordnance; and transportation equipment. A number of war firms, including ten engaged in highly vital war work, report that they are behind schedule because of manpower shortages, chiefly of machine operators, assemblers, inspectors, and foundry laborers. Efforts to assist firms engaged in "must" production include: (1) Granting Number One labor priority; (2) assisting in recruiting within and outside the labor market area; (3) making available agricultural labor at the end of the season, including foreign labor brought into the country; (4) providing assistance in borrowing skilled labor for key positions; and (5) offering aid in subcontracting work.

Owing to lowered requirements in production of aircraft parts, two firms recently received production cuts which substantially reduced their working forces. Rochester Products Division of General Motors Corporation released 650 employees between September and October, and Universal Moulded Products Corporation let 170 workers go. During the next two months another 500 workers will probably be laid off. Firms involved are Stromberg Carlson, making radio, radar, and telephone equipment, and Spencerport Ordnance Company, producing incendiary bombs.

Employment in leading essential firms declined between July and September. The drop exceeded the gain registered in July. The largest loss was in the instrument, photographic apparatus, and optical goods industry which employed a large number of summer workers. In September 1944, 94 important employers in the Rochester Area had on their payrolls 106,230 persons, 1,400 fewer than in July. The proportion of women employed in the Rochester Area war industries remained the highest in the State, 41 per cent. Excluded from these figures are food processing concerns because of the seasonal influence on their employment. The nine largest fruit and vegetable processing plants in the Rochester Area employed in September 3,850 workers, 1,400 more than in July.

1/ Defined as Monroe County.

TABLE 12 - UTICA-ROME-HERKIMER-ONEIDA-LITTLE FALLS LABOR MARKET AREA
September 1944 - March 1945

Summary of labor demand and supply	From September 1944 to		
	Nov. 1944	Jan. 1945	Mar. 1945
Total net demand	2,600	3,700	4,400
Industrial expansion	2,300	3,100	3,400
Out-migration, including military service withdrawals	300	600	1,000
Total employable workers expected to be available	2,600	3,900	4,800
Currently unemployed	800	800	800
Reductions in construction, agricultural, and seasonal activities	200	300	500
Transfers from less essential establishments	200	300	400
Young people (net new entrants)	100	200	300
Women not customarily in labor force a/	200	300	300
Returned veterans	100	300	400
Workers from other areas	100	100	100
Employment declines in war firms b/	900	1,600	2,000
Surplus	-	200	400

a/ A potential reserve of 1,700 women will exist in March 1945.
b/ Includes employment declines resulting from production revisions reported after receipt of September ES-270 reports.

Labor Market Developments

Syracuse Labor Market Area.1/ The withdrawal of some 1,200 vacation workers from the labor market cut down substantially the supply in the Syracuse Labor Market Area and contributed to the employment drop in essential plants between July and September. Agricultural workers seeking industrial employment, however, are expected to offset this loss to some extent. The recruiting drive sponsored by the Manufacturers' Association, which has produced very gratifying results, will be continued and is expected to attract more workers to essential establishments. Nevertheless, by next March the supply of workers may fall short by 400 in meeting the demand for 6,400 workers needed for increased production and replacement of workers leaving the area. (See Table 11, page 20.)

The Syracuse Area is classified as an area in which male labor shortages exist which may endanger essential production (Group II). Several concerns engaged in highly urgent production are behind schedule owing to difficulty in procuring sufficient manpower. Demand for additional workers arises more from the need to increase production to meet schedules already set than from receipt of new contracts. Largest increases in personnel are required by the electrical machinery, other machinery, and ordnance industries. Two important contracts have been received recently. One project, on which production has not yet started, is the manufacture of airplane engines; the other, on which work has been started, is for production of 105 mm. shells.

Although the priority referral program has been of definite value, its application has been limited by the type of applicant available. A good percentage of the supply cannot meet the physical standards and occupational qualifications, which are generally low. Applicants themselves also restrict opportunities: some have set notions concerning desirable types of jobs; others are seeking berths with a postwar future.

In September 1944 employment in 63 leading establishments in the area amounted to 52,055, a decline of 613 from July. Women constituted 34.5 per cent of total personnel in these plants.

Utica Labor Market Area.2/ The Utica Labor Market Area is currently classified as one in which labor supply substantially balances demand for essential production (Group III), but in which a shortage of unskilled male labor for heavy work exists. Between September 1944 and March 1945, 4,400 additional workers will be needed both to meet employers' predictions of labor needs and to replace workers leaving the area. (See Table 12, page 22.) Although on a numerical basis the supply will be more than ample--by January a paper surplus of two hundred will exist--several recruitment problems must be solved to staff certain plants adequately. For example, most of the openings in Rome, which are for firms producing vitally needed war material, are for the midnight shift. "Must" plants, including forge and foundry shops, have to overcome applicant resistance to the arduous and unattractive work. The Westmoreland Malleable Iron Company has the additional detraction of inconvenient location and low rate of pay. Turnover at Rome Army Air Field, which constitutes a heavy drag on the present labor market, must be reduced.

1/ Defined as Onondaga County.
2/ Comprises Herkimer, Madison, and Oneida Counties.

Labor Market Developments
TABLE 13

ACTUAL AND ANTICIPATED EMPLOYMENT CHANGES IN CERTIFIED a/ FORGE AND FOUNDRY ESTABLISHMENTS
New York State, by Labor Market Area
September 1943 - March 1945

Labor market area	Number of establishments	September 1944		Net changes in employment							
				Actual				Estimated			
				Sept. 1943 - Sept. 1944		July - Sept. 1944		Sept. - Nov. 1944	Sept. 1944 - Jan. 1945	Sept. 1944 - March 1945	
		Total employment	Women as per cent of total	Total	Women as per cent of total	Total	Women as per cent of total	Total	Total	Total	Women as per cent of total
State total	25	12,800	13.7	+110	+1.1	-302	-0.3	+1,263	+1,628	+1,639	-0.4
On PEC list b/	10	5,629	12.5	+677	+2.2	-171	-0.5	+ 579	+ 769	+ 769	-0.3
Albany	1	165	9.1	- 19	-0.7	- 25	-2.0	+ 22	+ 26	+ 26	-1.2
On PEC list	1	165	9.1	- 19	-0.7	- 25	-2.0	+ 22	+ 26	+ 26	-1.2
Binghamton	2	467	5.1	- 25	+0.6	- 22	+0.2	+ 76	+ 76	+ 76	-0.9
Buffalo	14	9,355	14.5	+486	+0.3	-128	-0.3	+ 798	+1,159	+1,159	-0.6
On PEC list	6	3,250	11.5	+967	+2.0	- 48	-0.5	+ 275	+ 461	+ 461	-1.0
Rochester	2	1,447	11.5	-304	+2.9	-111	-0.6	+ 199	+ 199	+ 199	+0.7
On PEC list	1	1,368	12.0	-293	+3.1	-119	-0.5	+ 178	+ 178	+ 178	+0.8
Syracuse	1	295	22.4	+ 16	+1.3	+ 14	-0.7	+ 55	+ 55	+ 55	+2.2
On PEC list	1	295	22.4	+ 16	+1.3	+ 14	-0.7	+ 55	+ 55	+ 55	+2.2
Utica	3	251	4.8	+ 23	+0.4	- 18	- -	+ 39	+ 39	+ 50	-0.5
Cortland	1	269	10.4	- 73	+8.4	- 19	-0.4	+ 25	+ 25	+ 25	-0.9
Jamestown	1	551	15.4	+ 6	+2.7	+ 7	-	+ 49	+ 49	+ 49	-0.4
On PEC list	1	551	15.4	+ 6	+2.7	+ 7	-	+ 49	+ 49	+ 49	-0.4

a/ Certified as engaged in critical war production.
b/ Also known as the "must" list. This list is established by the Production Executive Committee of the War Production Board.

Source: Reports of Current and Required Employment (ES-270), September 1944.

Action in meeting these problems has been partially successful. The system of priority referral to plants engaged in highly urgent production and establishment of ceilings, which encouraged better utilization of labor, have built up the working forces in these concerns and reduced future needs. A special trainee recruitment program is being conducted for the Rome Army Air Field. Heretofore, trainees have been recruited from the New York Metropolitan Region, and turnover has been extremely high. Courses are now given within the area in order to attract residents, who are more likely to remain on the job than out-of-towners. Other establishments are encouraged to set up training programs to develop personnel. Oneida, Limited, has sponsored a paid training program in the plant to meet its need for welders.

A cut back of rocket projectile production at the Rome Manufacturing Company Division, Revere Copper and Brass will release by the end of the year about 800 workers in Rome, whose war plants have been among the most hard pressed in the area for lack of adequate manpower. Remington Arms in Ilion may also lay off a large number of workers. Other workers will be available as a result of the continued employment drop scheduled at the Savage Arms Corporation in Utica. Moreover, employers are more likely to obtain needed workers since they are scheduling a larger number of jobs for women.

In addition to persons released by production revisions, the current supply consists of a large number of women in the Herkimer-Ilion region who are not willing to travel to Rome for jobs. In Utica there is a supply of workers who cannot find satisfactory jobs. Agricultural workers at the close of the farm season will provide a field of recruitment for war factories.

In September 1944, 54,366 persons, of whom 38 per cent were women, were working in the 63 leading establishments in the Utica Area. The labor force in these concerns declined 635 since July. Employment in the textile industry is below the prewar level, but textile firms are meeting their war order commitments.

Need of manpower in "must" industries

As reported in July, there has been a continuing desperate need for increased production of specific highly urgent military items in the so-called "must" programs. Therefore, in each area the manning of firms whose products are on the list of these highly urgent programs 1/ has taken precedence over all other activities.

1/ Items covered by these programs have been assigned production urgency ratings by the Production Executive Committee of the War Production Board.

By the middle of August the Director of War Mobilization issued a statement and directive to provide adequate manpower for the production of certain critically needed war materials. This order placed upon the War Manpower Commission the responsibility for intensification of its efforts to man plants engaged in urgent "must" war production. By the end of August Washington headquarters had prepared the first list of these firms in this region. The four firms listed for New York State were the General Electric Companies in Schenectady and Syracuse on the radar program, Otis Elevator Company in Buffalo for steel castings, and American Locomotive Company in Schenectady for large caliber ammunition, tanks, and guns. Weekly reports on activity in these four "must" firms were received and transmitted to Washington headquarters. In addition, however, a special list of "must" firms behind schedule because of manpower shortages was prepared by the Area Directors in this Region in consultation with the Production Urgency Committees of the War Production Board and the Manpower Priority Committees in each area. These lists, which were revised weekly to allow for changes occurring during the week, covered between 75 and 90 firms throughout the State.1/

Establishments were listed as special "must" plants, only if (1) They produced an item listed by name on the PEC Production Urgency list (This "must" list is established on the basis that such items are of prime importance to the war effort and that there is a national supply shortage of such items.); and if (2) their production was behind schedule because of manpower factors. The Production Urgency list mentions, among other items, heavy artillery, heavy trucks, tanks, aircraft, radar engineering equipment, heavy-duty tires, iron castings, products of steel plate mills and the like. At present the PEC list reports for New York State ten malleable and gray iron foundries, two steel plants, and one establishment with facilities included in the tetraethyl-lead program. The three latter plants, all located in the Buffalo Labor Market Area, showed shortages in September of 622 workers, of which 30 were women. The situation in the foundries is shown in Table 13, page 24. In the 10 firms covered by the PEC list, current shortages amount to 579 workers. Encouraging, however, is the fact that all but two of these foundries were able to increase their labor force during the past year. In September 1944 their total payrolls were 6% higher than in September 1943.

In spite of priority referral, interregional clearance, stepping-up of recruitment, institution of so-called Victory shifts, a substantial number of plants working on "must" programs in New York State are still lagging behind production schedules owing to shortage of manpower. Early in October, Washington headquarters therefore authorized negotiations with employers not on "must" production for the temporary loan of workers to "must" plants to ease their manpower situation. Furthermore, for those jobs requiring physical stamina rather than training and experience, employers were encouraged to use foreign workers, provided adequate housing facilities could be made available. One Elmira foundry reported such satisfactory results through the utilization of 111 laborers from the West Indies that plans are being discussed for procuring an additional supply.

1/ The New York Metropolitan Region submits an additional list entitled "Priority No. 1 Firms Behind in Delivery of 'Must' Program Products Due to Manpower Shortage."

Recruiting

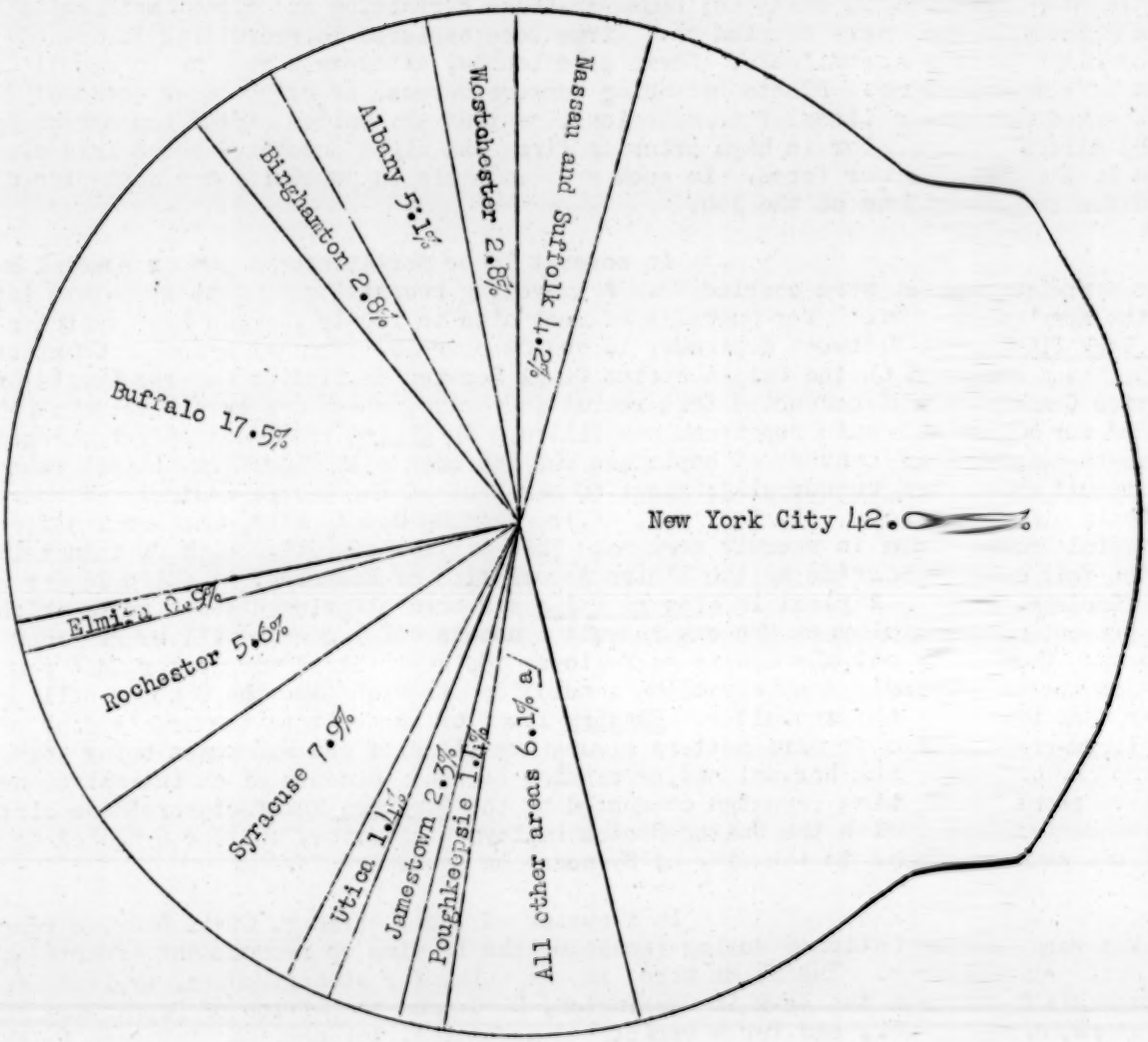
Statewide efforts to recruit additional labor continue on a broad scale. News items on the manpower situation appeared periodically in the press; large advertisements jointly sponsored by individual employers or employer groups and the local United States Employment Service offices, were placed in newspapers. Programs were presented over radio stations; house-to-house recruiting and direct mail solicitation of applicants were carried on. Firms were assisted in recruiting in areas where labor might be available. Where practicable, attempts were made to negotiate the loan of workers. Plants releasing workers because of cutbacks or seasonal factors were asked for lists of terminations, so that the United States Employment Service might direct labor to high priority firms and might encourage those laid off to remain in the labor force. In each area emphasis in publicity has been placed on the need for staying on the job.

In several labor market areas new or special recruitment campaigns were carried on. A traveling recruiting unit to stimulate interest in the Army's need for hundreds of mechanics to repair damaged Army vehicles toured New York City between September 15 and October 20. The War Manpower Commission in cooperation with the United States Civil Service Commission and the Army's Ordnance Service Command conducted this recruiting drive, which was very successful; the full demand for 500 auto repairmen was filled. In Elmira the local office engaged in a house-to-house canvass of employees who had quit a leading firm without releases. The result was encouraging; about 30 per cent of the people contacted have returned to their old jobs. Furthermore, at the Chemung County Fair, the local office manned a special booth to recruit workers. This was in connection with an industrial show at the Fair operated by the Elmira Association of Commerce, at which 14 war plants had displays. A plant in Niagara Falls has been planning a campaign in which any of its present employees who can recruit a nonessential worker will be rewarded by the company. The stipulation is as follows: the newly-hired war worker must remain on his job for three months, at the conclusion of which time the company will present a war bond to the recruiter. Dunkirk local office sent to the area's food processors and large-scale farmers letters requesting lists of men and women being laid off at the end of the harvest and processing season. Because of an intensive and effective recruiting campaign conducted by the Syracuse Manufacturers' Association in collaboration with the United States Employment Service, the War Manpower Commission flag was awarded to the city of Syracuse on September 28.

In a number of local offices, Civil Service representatives were stationed during recent months to step up recruitment efforts on interregional orders. The needs were, in the main, for stenographers, typists, and clerical workers for the Navy in Washington, D. C., and the Office of Dependency Benefits in Newark, N. J., and for a variety of mechanics, helpers, and laborers in the Government shipyards on the West Coast, in Pearl Harbor, and Hawaii. The results have been especially good in Massena and Fulton and very satisfactory in Utica. The Utica local office has received commendation for its activity in this connection. An average of 25 workers a week was secured from this area.

At the end of September, the Army Service Command announced that a film entitled "The War Speeds Up" was available for distribution after October 15. The theme points out that fast-moving armies are using up a great deal more war material than was expected, thus requiring a speed-up in production of guns, ammunition, trucks, tires, and other munitions items.

CHART 2
DISTRIBUTION OF CUTBACKS
New York State, by Labor Market Area
August and September 1944



a/ "All other areas" includes Auburn 0.9% and the following with less than 0.5% -- Batavia, Cortland, Dansville, Fulton, Gloversville, Hudson, Ithaca, Massena, Newark, Sidney, and Watertown.

Source: War Production Board, PEC Form C -- Notification of Termination or Revision of Contract Delivery Schedules.

Production adjustments

Large cutbacks in war production, which were expected to create an employment problem this fall, have failed to materialize in anything like the anticipated volume, since the fighting in Europe seems likely to run well into the end of 1944 at least.

In August and September, some 200 notifications of termination or revision of contract delivery schedules 1/ which applied to prime or subcontractors in New York State were reported through the Production Executive Committee of the War Production Board. These notices, which supply advance information on contract adjustments, estimated a release of a comparatively small number of employees, some 4,300 workers. Many of the production curtailments will not result in manpower displacements; they are cancellations of future increases in output rather than cuts in current production. Other revisions brought manufacturers' schedules down to goals that can be met with the available manpower.

A per cent distribution of the number of cutbacks reported in New York State on an area basis (see Chart 2, page 28) reveals that the New York Metropolitan Region received most notices of production changes. Next in terms of volume came Buffalo and Syracuse. On an industry basis, aircraft, of course, took the lead with 31.4 per cent of all contract adjustments reported. Electrical machinery followed, then iron and steel products, ordnance, professional and scientific instruments, and nonelectrical machinery. (See Chart 3, page 30.)

Cutback notifications discussed above refer both to firms that regularly report employment needs to the War Manpower Commission and to concerns outside this reporting program. The latter group consists mainly of smaller plants, many of them subcontractors. Of workers to be released by the reported contract cuts, 1,500 were employed in firms not within the War Manpower Commission reporting program,2/ the majority of them in New York City. In New York City scheduled cutbacks affected, in the main, smaller firms, chiefly shipyards, aircraft, and electrical machinery plants.

Cutbacks which resulted in layoffs during August and September hit female workers most heavily. Whereas in most areas all men laid off could be absorbed by other departments of their firms, the majority of the women had to look for new job opportunities. Although such opportunities could be secured in almost any case in the local area in which the workers had lost their jobs, some of the released female workers left the labor market. Their main reason was inability to obtain jobs offering the rates of pay secured in their last employment.

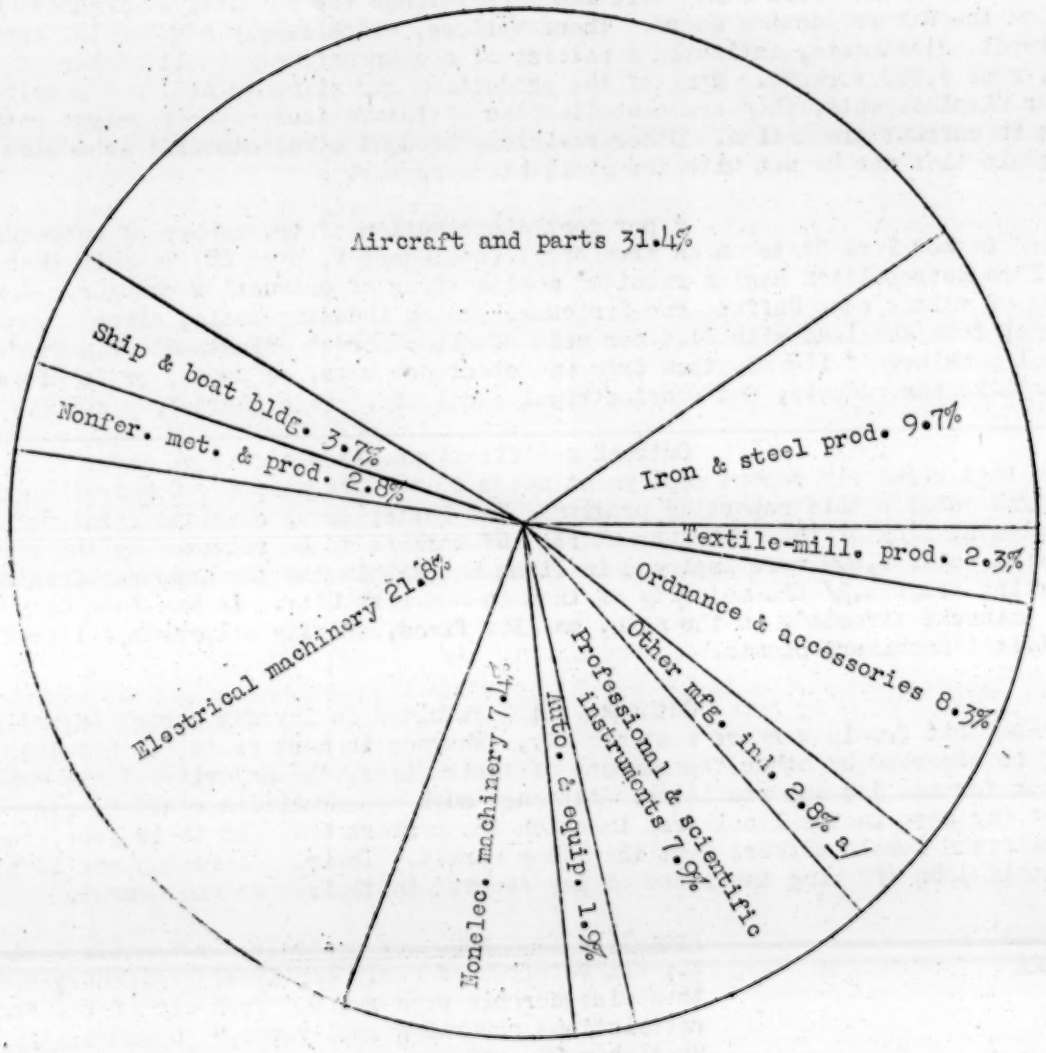
Veterans' Service

Exemption from manpower controls. Effective September 25, all veterans of World War II with discharges other than dishonorable were removed from all of the "wartime restrictions governing employment." Consequently, since September 25, any veteran of this war can be hired without the necessity of a referral from the United States Employment Service or of a statement of availability and without regard to the employer's employment ceiling.

1/ Known as PEC (Production Executive Committee) Form C.

2/ Expected layoffs in firms included in the War Manpower Commission program amounted to 2,800 or 0.2 per cent of September employment in 1,162 reporting establishments.

CHART 3
DISTRIBUTION OF CUTBACKS
New York State, by Industry
August and September 1944



a/ "Other manufacturing industries" includes chemicals and allied products 0.9%; stone, clay, and glass products 0.5%; and other miscellaneous manufacturing industries 1.4%.

Source: War Production Board, PEC Form C -- Notification of Termination or Revision of Contract Delivery Schedules.

The local offices, therefore, have to refer veterans who seek employment through the United States Employment Service to jobs of their choice without regard to the essentiality or priority of such jobs. Isolated cases have been reported in which a few employers expressed doubt as to whether a man who could leave at any time was as good a risk as one whom they could count on for the length of the contract. It is apparently feared that the change in War Manpower Commission policy may increase the turnover rate of the veterans. It is, however, too early to measure any effect of this change in the stabilization program.

Relationship between supply and demand. Employers' willingness to hire veterans has continued to be reported throughout the State. In several areas, such as Schenectady, the demand for veterans has been overwhelming. No major difficulties have been encountered in placing the current numerically small supply of veterans in jobs available at wages offered.

Veterans' Information and Service Centers. Since July there were no noticeable changes in the activities of the Veterans' Information and Service Centers. So far the present facilities have adequately covered the community needs. To find out whether the veterans on their part, too, have been satisfied with the available services, the center in Dunkirk drew up a questionnaire to be sent to each returned veteran regularly, probably bimonthly. The veteran is requested to indicate his satisfaction or dissatisfaction with services provided by community, state, or federal agencies. Where the veterans' complaints seem justified, action will be taken to remedy the situation.

Several centers have new facilities to offer to returning veterans who are interested in going into farm life (either as farm owner and operator, farm hand, or owner of a farm while employed in an industry in the city). In each of the towns in Rensselaer County, a representative of the Agriculture Defense Committee was appointed to assist veterans who wish to buy farms. The Poughkeepsie Veterans' Service Center has made arrangements by which any veteran who is interested in going into farming may be referred to the local farm agent. After interviewing the applicant, the farm agent will refer the veteran for expert advice to a newly organized service group of farmers, representing Dutchess County dairy, beef, fruit, and poultry activities. This service group is also available for advice to banks with respect to loans requested by veterans. In Wellsville an agricultural committee is part of the Veterans' Center setup.

Piano industry training plan. The National Piano Manufacturers' Association of America, Inc., after consultation with the Veterans' Administration and the War Manpower Commission, has developed a plan for training veterans for the piano manufacturing and servicing industry. The realization of this project will depend on whether schools or specific apprentice programs can be made available for this purpose.

Farm Activities

Farm picture. New York State farmers accomplished a remarkable record of achievement this summer in response to the wartime demand for all-out food production. This high level of performance was accomplished through the very significant aid of foreign labor (Jamaicans, Bahamans, and Newfoundlanders), prisoners of war, and Southern migrants, in addition to the participation of both local and nonlocal school children, vacationists, and business people and emergency contribution of servicemen. Production was above average for most of the important crops, and many crops were very much greater than last year.

TABLE 14 - EMPLOYMENT IN NEW YORK STATE CANNING INDUSTRY a/
By County, June to September 1944

County	Number of plants	Employment b/ June 1944 Total	June 1944 Female	July 1944 Total	July 1944 Female	August 1944 Total	August 1944 Female	September 1944 Total	September 1944 Female
Total	101	11,497	4,436	14,264	6,131	15,562	7,765	17,378	8,708
Albany	1	83	7	79	7	94	17	138	34
Cayuga	2	189	49	162	49	204	98	107	33
Chautauqua	11	715	303	1,127	523	1,421	802	1,880	785
Columbia	1	113	86	103	79	143	115	153	117
Cortland	2	122	9	650	214	603	238	149	53
Erie	7	323	156	610	377	758	487	673	396
Genesee	2	979	415	849	333	857	433	967	455
Livingston	2	1,416	352	976	244	1,251	399	1,060	334
Madison	1	-	-	-	-	14	5	33	21
Monroe	9	2,166	1,075	2,476	1,336	3,008	1,574	3,856	2,264
Niagara	7	135	41	314	174	410	156	724	329
Oneida	7	294	34	675	193	601	295	417	184
Ontario	12	626	163	840	323	841	414	1,184	660
Orleans	8	1,693	667	2,431	983	2,308	1,056	2,654	1,198
Oswego	2	967	539	548	222	539	328	574	212
Seneca	1	125	35	130	50	200	95	201	76
Steuben	1	174	56	259	81	86	46	135	74
Wayne	23	1,175	378	1,852	875	2,086	1,143	2,229	1,368
Yates	2	202	71	183	68	138	64	244	115

a/ Based on a survey conducted by the Association of New York State Canners, Inc., Rochester, N. Y. in October 1944.
b/ Represents the peak number of workers employed during the last week of each month.

Compared with last year's yield, apples were up 27 per cent; the peach yield increased from 95,000 bushels to 1,800,000 bushels; pears were double last year's short crop; grapes were up 50 per cent; peas were more than double; and corn, wheat, oats, and barley were very much heavier. Even dairy farms, which because of the need for experienced men suffered most from the shortage of manpower, did well; milk production was excellent. Crop losses were fewer than expected in a normal peacetime year with a normal labor supply. Where losses did occur, they were more frequently the result of low market prices or inclement weather (such as the June 29 hail storm in the Catskills, the drought conditions in July in Long Island, the dry weather in late July and August, and the September 14 hurricane) than the consequence of an inadequate supply of labor. In some cases, the crop matured so quickly because of the dry, hot weather that time was not adequate to procure or transfer sufficient manpower. In other cases, there was a temporary surplus of labor because of the effect of erratic weather on the crops.

Sources of supply. During the summer months about 3,000 Jamaicans helped New York State farmers plant, weed, and harvest their crops. With the exception of 200-300 housed privately, these men were lodged in 21 labor camps scattered throughout the State. Among the largest camps, with an average occupancy of 200 or more, were Tughkanic in Columbia County, Grant in Erie, Elba in Genesee, Moscow Hill in Madison, Sherburne in Chenango, and Deansboro in Oneida County. From 350 to 535 Bahamans and 400 Newfoundlanders also assisted farmers in their successful crop production. Foreign workers were by far the most important single group of seasonal farm workers and were shifted from crop to crop to meet the demand and to minimize agricultural losses.

From 1,700 to 3,600 prisoners of war, housed in more than a dozen camps during the summer months, filled in the gap created by the drain of manpower to the armed forces. These men were particularly valuable because they could be used where women and youngsters who lacked the build for physically arduous work would not do. Another 250-300 war prisoners were used by pulpwood manufacturers.

Migrant farm workers, a regular stand-by of farmers during harvest seasons, constituted from 6,000 to 7,500 of the farm population during the summer months. About 1,000 were from Pennsylvania, employed principally in Madison, Oneida, Chenango, and Cortland Counties, and the rest were from the South. Many of these workers moved from community to community as the demand arose.

From 10 to 20 camps provided living quarters for 600 to 1,000 women vacationists, high school and college students, who contributed their patriotic stint in the production of food. Many of them came from New York City. A number of New York City boys also went upstate to live with farmers and pitch in with work on the farms. All in all, from July through September, the New York City Farm office supplied about 5,400 persons to upstate farms for one week's work or more. In addition to these groups, local school children and men and women furloughed from industry participated when the need arose.

Placements. Nonlocal labor composed chiefly of foreign workers and prisoners of war accounted in September for about two thirds of the jobs filled through the United States Employment Service and the State Extension Service. Even members of the armed forces in neighboring camps were called upon in emergencies. More than half of the jobs filled were on vegetable farms where tomatoes, corn, potatoes, and late beans were the major crops, and about 30 per cent of the jobs were for harvesting of apples, peaches, grapes, and pears. Most of the jobs (83 per cent) were of less than four days' duration. September was the peak month of the farm harvest season in New York State.

While farm activities slackened after October, there was still a substantial labor demand to finish up the season. For the first half of November 4,000 job openings were pending in United States Employment Service local offices, three quarters in Monroe County for the harvesting of cabbage and carrots. Throughout the State farmers were seeking some 500-600 experienced year-round farm hands. The latter demand is unlikely to be filled since experienced male farm workers are scarce, but farmers should not generally experience difficulty in obtaining other types of farm help. Some farm workers have begun to seek winter employment in factories.

Food processing activities

In the face of a diminished labor supply from which to draw, New York State processors of fruits and vegetables coped sufficiently well with their recruiting problems to increase their total personnel by 50 per cent between June and September 1944 and to double their force of women. Cannery employment was well above last year's levels. At the end of September 1944, the height of the canning season, 101 leading upstate plants engaged in the freezing and canning of fruits, vegetables, and juices had on their payrolls 17,400 workers divided equally between men and women. (See Table 14, page 32 .)

The cannery industry, called upon this year to process crops of fruits and vegetables generally larger than last year, in many cases exceeding the long-time average, responded well. While some food losses did occur, those resulting from lack of labor were few. This record is all the more impressive when the particular recruiting difficulties with which canneries have to contend are noted. Cannery work lacks the "glamour," that is, the patriotic appeal of farm jobs for vacationists. Because of the heavy nature of much of the work, canneries cannot utilize youngsters under 18 as extensively as farms. Food processing concerns must compete with other industrial plants for manpower and are at a disadvantage because of low wage rates (50-60 cents an hour for unskilled labor) and the seasonal nature of the work. Many women who ordinarily seek jobs in food processing plants during the seasonal rush were working in other factories during the summer months. Other women were reluctant to accept out-of-town canning jobs because of the high incidence of poliomyelitis this year in some areas of the State. Inadequate housing for migrant workers hindered recruitment in many areas. Rapid maturing of some crops because of hot dry weather necessitated the use of emergency crews to harvest and process the crops.

These problems were met in several ways: (1) by intensified local recruiting drives, including house-to-house canvassing and appeals to industry and to civic, fraternal, and religious groups to accept full or part-time work in canneries; (2) by extended hours (in some cases as much as 90 hours a week and in many cases 60 hours a week), by Sunday and night shifts; (3) by the use of emergency groups, such as sailors from Sampson Naval Training Center, Army Air Force personnel, college students, and other volunteer workers (During the month of September, 650 sailors from the Sampson Base pitched in for a week of tomato canning in Rochester plants.); and finally, by the extensive use of prisoners of war, Jamaicans, Bahamans, and Barbadians, who were perhaps of greatest strategic importance because they performed much of the heavy work, including processing within the factory and loading and unloading outside the plant. Large canneries provided transportation service for residents located in near-by communities.

By the last week in October, the only substantial labor demand came from Rochester processors who needed 3,400 additional workers for the next three weeks. While many cannery workers have left the area, this demand, in the main, can be met.

TABLE 15 - ACTUAL AND ANTICIPATED EMPLOYMENT CHANGES IN SELECTED ESTABLISHMENTS
New York State, by Labor Market Area
September 1943 - March 1945

Labor market area	Number of establishments a/	Employment September 1944	Net changes in employment				
			Actual		Estimated		
			Sept.-Sept. 1943 1944	July-Sept. 1944	Sept.-Nov. 1944	Sept.-Jan. 1944 1945	Sept.-Mar. 1944 1945
State total	1,162	1,255,719	-86,098	-22,512	+52,056	+47,706	+42,049
Expanding b/	1,061	987,047	-45,036	-12,508	+66,004	+77,980	+82,415
Declining c/	101	268,672	-41,062	-10,034	-13,948	-30,274	-40,366
Metropolitan Region - total	347	488,490	-29,588	- 7,270	+19,679	+25,480	+27,263
New York City - total	289	386,829	-24,331	- 4,510	+13,939	+18,300	+18,912
Expanding	248	302,208	+ 1,976	- 2,514	+18,513	+24,878	+26,637
Declining	41	84,621	-26,307	- 1,996	- 4,574	- 6,578	- 7,725
Nassau and Suffolk Counties - total	26	61,288	- 8,964	- 921	+ 2,619	+ 4,231	+ 5,650
Expanding	23	59,593	- 8,462	- 784	+ 2,947	+ 4,709	+ 6,228
Declining	3	1,695	- 502	- 137	- 328	- 478	- 578
Westchester County - total	32	40,373	+ 3,707	- 1,839	+ 3,121	+ 2,949	+ 2,701
Expanding	29	30,254	+ 212	- 754	+ 3,509	+ 3,581	+ 3,576
Declining	3	10,119	+ 3,495	- 1,085	- 388	- 632	- 875
Remainder of State - total	815	767,229	-56,510	-15,272	+32,377	+22,226	+14,786
Major Upstate Areas							
Albany - total	74	98,667	-10,336	- 2,193	+ 3,421	+ 3,793	+ 3,471
Expanding	73	91,341	- 9,820	- 2,195	+ 3,647	+ 4,119	+ 3,897
Declining	1	7,326	- 516	+ 2	- 226	- 326	- 426
Binghamton - total	26	39,199	- 2,490	- 854	+ 505	+ 383	+ 828
Expanding	23	26,652	- 1,374	- 342	+ 764	+ 778	+ 1,327
Declining	3	12,547	- 1,116	- 512	- 259	- 395	- 499

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TABLE 15 - ACTUAL AND ANTICIPATED EMPLOYMENT CHANGES IN SELECTED ESTABLISHMENTS (concluded)
New York State, by Labor Market Area
September 1943 - March 1945

Labor market area	Number of establishments a/	Employment September 1944	Net changes in employment				
			Actual		Estimated		
			Sept.-Sept. 1943 1944	July-Sept. 1944	Sept.-Nov. 1944	Sept.-Jan. 1944 1945	Sept.-Mar. 1944 1945
Buffalo - total	171	203,437	-21,342	- 5,607	∕ 5,422	- 5,438	-13,410
Expanding	161	123,318	- 9,252	- 3,606	∕ 9,285	∕ 9,560	∕ 9,261
Declining	10	80,119	-12,090	- 2,001	- 3,863	-14,998	-22,671
Elmira - total	22	26,519	- 1,203	- 2,236	∕ 908	∕ 1,258	∕ 1,512
Expanding	20	23,896	∕ 795	∕ 791	∕ 1,751	∕ 2,101	∕ 2,355
Declining	2	2,623	- 1,998	- 3,027	- 843	- 843	- 843
Rochester - total	105	109,262	- 2,748	- 289	∕ 3,623	∕ 3,442	∕ 3,285
Expanding	99	102,766	- 2,850	- 268	∕ 3,702	∕ 3,777	∕ 3,950
Declining	6	6,496	∕ 102	- 21	- 79	- 335	- 665
Syracuse - total	63	52,055	- 4,633	- 613	∕ 4,435	∕ 5,320	∕ 5,461
Expanding	59	48,998	- 4,382	- 547	∕ 4,785	∕ 5,716	∕ 5,864
Declining	4	3,057	- 251	- 66	- 350	- 396	- 403
Utica - total	63	54,366	- 7,425	- 635	∕ 3,975	∕ 4,214	∕ 4,025
Expanding	61	48,897	- 6,135	- 303	∕ 4,295	∕ 4,866	∕ 4,953
Declining	2	5,469	- 1,290	- 332	- 320	- 622	- 938

a/ Excludes railroads.
b/ Establishments estimating stable or increasing employment after the current period, September 1944.
c/ Establishments estimating decrease in employment after the current period, September 1944.

Source: Reports of Current and Required Employment (ES-270), September 1944.

TABLE 16 - ACTUAL AND ANTICIPATED EMPLOYMENT CHANGES IN SELECTED MAJOR WAR INDUSTRIES
New York State
September 1943 - March 1945

Industry	Number of establishments a/	Employment September 1944	Net changes in employment				
			Actual		Estimated		
			Sept.-Sept. 1943 1944	July-Sept. 1944	Sept.-Nov. 1944	Sept.-Jan. 1944 1945	Sept.-Mar. 1944 1945
Total	1,162	1,255,719	-86,098	-22,542	∕52,056	∕47,706	∕42,049
Expanding b/	1,061	987,047	-45,036	-12,508	∕66,004	∕77,980	∕82,415
Declining c/	101	268,672	-41,062	-10,034	-13,948	-30,274	-40,366
Manufacturing - total	1,048	1,067,739	-78,949	-19,532	∕46,732	∕41,853	∕35,615
Expanding	959	870,284	-38,908	- 9,255	∕59,992	∕70,274	∕74,183
Declining	89	197,455	-40,041	-10,277	-13,260	-28,421	-38,568
Nonmanufacturing - total	114	187,980	- 7,149	- 3,010	∕ 5,324	∕ 5,853	∕ 6,434
Expanding	102	116,763	- 6,128	- 3,253	∕ 6,012	∕ 7,706	∕ 8,232
Declining	12	71,217	- 1,021	∕ 243	- 688	- 1,853	- 1,798
Selected manufacturing industries							
Ordnance and accessories - total	73	89,866	-11,082	- 3,562	∕ 3,196	∕ 3,361	∕ 3,021
Expanding	67	66,710	- 6,274	∕ 130	∕ 4,793	∕ 5,633	∕ 5,718
Declining	6	23,156	- 4,808	- 3,692	- 1,597	- 2,272	- 2,697
Chemicals and allied products - total d/	37	32,259	- 1,065	- 311	∕ 1,921	∕ 1,943	∕ 1,969
Iron and steel products - total	125	72,717	- 6,108	- 961	∕ 5,655	∕ 6,221	∕ 6,278
Expanding	122	71,241	- 5,955	- 983	∕ 5,772	∕ 6,363	∕ 6,462
Declining	3	1,476	- 153	∕ 22	- 117	- 142	- 184
Aircraft and parts - total	74	163,121	-30,626	- 4,171	- 1,635	-10,581	-17,940
Expanding	53	64,753	- 8,775	- 192	∕ 3,729	∕ 5,523	∕ 6,142
Declining	21	98,368	-21,851	- 3,979	- 5,364	-16,104	-24,082

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TABLE 16 - ACTUAL AND ANTICIPATED EMPLOYMENT CHANGES IN SELECTED MAJOR WAR INDUSTRIES (concluded)
New York State
September 1943 - March 1945

Industry	Number of establishments a/	Employment September 1944	Net changes in employment				
			Actual		Estimated		
			Sept.-Sept. 1943 1944	July-Sept. 1944	Sept.-Nov. 1944	Sept.-Jan. 1944 1945	Sept.-Mar. 1944 1945
Ship and boat building - total	49	131,683	- 4,992	- 4,305	✗ 5,428	✗ 4,295	✗ 3,565
Expanding	32	104,983	- 4,946	- 3,941	✗ 7,583	✗ 7,963	✗ 7,983
Declining	17	26,700	- 46	- 364	- 2,155	- 3,668	- 4,418
Nonferrous metals and products - total	41	28,164	- 3,056	- 1,395	✗ 1,438	✗ 1,686	✗ 1,736
Expanding	38	25,249	- 1,806	- 1,087	✗ 1,778	✗ 2,026	✗ 2,076
Declining	3	2,915	- 1,250	- 308	- 340	- 340	- 340
Electrical machinery - total	111	153,410	✗ 724	- 1,617	✗ 8,106	✗10,431	✗10,846
Expanding	100	136,676	✗ 2,639	- 706	✗ 8,979	✗11,653	✗12,553
Declining	11	16,734	- 1,915	- 911	- 873	- 1,222	- 1,707
Machinery (except electrical - total	134	65,037	- 3,856	- 656	✗ 4,752	✗ 4,937	✗ 5,030
Expanding	127	57,456	- 2,353	- 278	✗ 5,190	✗ 5,764	✗ 5,857
Declining	7	7,581	- 1,503	- 378	- 438	- 827	- 827
Automobiles and equipment - total d/	18	13,880	- 405	✗ 104	✗ 1,089	✗ 1,239	✗ 1,269
Professional and scientific instruments - total	56	113,949	-12,984	- 552	✗ 3,734	✗ 5,780	✗ 7,026
Expanding	53	102,084	- 5,027	- 370	✗ 4,575	✗ 7,021	✗ 8,367
Declining	3	11,865	- 7,957	- 182	- 841	- 1,241	- 1,341

a/ Excludes railroads.
b/ Establishments estimating stable or increasing employment after the current period, September 1944.
c/ Establishments estimating decrease in employment after the current period, September 1944.
d/ Establishments expecting expansion. No establishments reporting expected declines.

Source: Reports of Current and Required Employment (ES-270), September 1944.

TABLE 17 - ACTUAL AND ANTICIPATED CHANGES IN EMPLOYMENT OF WOMEN IN SELECTED ESTABLISHMENTS
New York State, by Labor Market Area and Major War Industries
September 1943 - March 1945

	Number of establishments a/	Employment September 1944	Net changes in employment					Women as per cent of total employment	
			Actual		Estimated				
			Sept. 1943 - Sept. 1944	July - Sept. 1944	Sept. - Nov. 1944	Sept. 1944 - Jan. 1945	Sept. 1944 - Mar. 1945	Sept. 1944	Mar. 1945
LABOR MARKET AREA									
State total	1,162	433,852	-7,647	-4,689	+17,161	+15,170	+13,261	34.6	34.5
Metropolitan Region	347	150,082	+ 848	- 555	+ 6,922	+ 9,749	+10,944	30.7	31.2
New York City	289	114,770	+1,827	+ 30	+ 5,704	+ 7,702	+ 8,381	29.7	30.4
Nassau and Suffolk Counties	26	19,934	-2,311	- 281	+ 1,005	+ 1,814	+ 2,425	32.5	33.4
Westchester County	32	15,378	+1,332	- 304	+ 213	+ 233	+ 138	38.1	36.0
Remainder of State	815	283,770	-8,495	-4,134	+10,239	+ 5,421	+ 2,317	37.0	36.6
Major Upstate Areas									
Albany	74	33,779	-3,276	- 475	+ 1,066	+ 1,137	+ 1,111	34.2	34.2
Buffalo	171	64,907	-6,759	-1,985	- 207	- 5,748	- 8,874	31.9	29.5
Elmira	22	10,185	+ 387	-1,246	+ 566	+ 861	+ 1,003	38.4	39.9
Rochester	105	45,402	+1,781	+ 180	+ 1,698	+ 1,729	+ 1,656	41.6	41.8
Syracuse	63	17,984	- 151	- 252	+ 2,424	+ 2,979	+ 3,090	34.5	36.6
Utica	63	20,840	-2,364	+ 94	+ 2,043	+ 2,568	+ 2,585	38.3	40.1
Binghamton	26	15,029	+ 251	- 321	- 812	- 932	- 1,017	38.3	35.0
MAJOR WAR INDUSTRIES									
Manufacturing - total b/	1,048	361,941	-8,492	-5,037	+15,820	+13,897	+11,744	33.9	33.9
Ordnance and accessories	73	33,480	-1,366	-1,347	+ 2,088	+ 2,492	+ 2,507	37.3	38.7
Chemicals and allied products	37	9,379	+ 323	- 80	+ 406	+ 411	+ 414	29.1	28.6

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TABLE 17 - ACTUAL AND ANTICIPATED CHANGES IN EMPLOYMENT OF WOMEN IN SELECTED ESTABLISHMENTS (concluded)
New York State, by Labor Market Area and Major War Industries
September 1943 - March 1945

	Number of establishments a/	Employment September 1944	Net changes in employment						Women as per cent of total employment	
			Actual			Estimated				
			Sept.-Sept.		July-Sept.	Sept.-Nov.	Sept.-Jan.	Sept.-Mar.	Sept.	Mar.
			1943	1944	1944	1944	1944 1945	1944 1945	1944	1945
Iron and steel products	125	14,856	- 203		+ 31	+ 1,328	+ 1,441	+ 1,457	20.4	20.7
Aircraft and parts	74	56,903	-9,706		-2,491	- 1,835	- 7,149	-10,147	34.9	32.2
Ship and boat building	49	10,815	+2,654		+ 494	- 22	- 35	- 45	8.2	8.0
Nonferrous metals and products	41	8,099	+ 448		- 349	+ 399	+ 554	+ 569	28.8	29.0
Electrical machinery	111	72,120	+4,343		-1,303	+ 4,749	+ 6,441	+ 6,845	47.0	48.1
Machinery (except electrical)	134	13,740	+ 211		- 85	+ 1,194	+ 1,384	+ 1,384	21.1	21.6
Automobiles and equipment	18	3,617	- 126		- 18	+ 266	+ 326	+ 328	26.1	26.0
Professional and scientific instruments	56	49,290	-4,609		+ 39	+ 1,888	+ 3,041	+ 3,594	43.3	43.7

a/ Excludes railroads.
b/ Includes several industries not cited.

Source: Reports of Current and Required Employment (ES-270), September 1944.

TABLE 18 - SUMMARY OF LABOR TURNOVER IN SELECTED ESTABLISHMENTS
New York State, by Labor Market Area and Major War Industries
June and August 1944

	Separation rates a/						Accession rates a/	
	Total		Quits		Layoffs			
	June 1944	Aug. 1944	June 1944	Aug. 1944	June 1944	Aug. 1944	June 1944	Aug. 1944
LABOR MARKET AREA								
State total	5.8	6.2	3.4	4.1	1.1	0.6	5.6	5.0
Metropolitan Region	7.2	6.5	3.4	3.9	2.2	0.6	5.7	5.6
New York City	7.7	7.1	3.4	4.1	2.6	0.6	6.1	6.3
Nassau and Suffolk Counties	5.5	4.3	3.8	3.1	0.4	0.2	3.7	3.3
Westchester County	4.7	4.9	2.6	3.1	1.0	1.1	5.5	3.1
Remainder of State	4.8	6.0	3.5	4.2	0.4	0.6	5.5	4.7
Major Upstate Areas								
Albany	3.8	4.2	2.3	2.6	0.1	0.2	3.7	2.8
Binghamton	3.7	4.8	2.4	3.6	0.2	0.1	4.4	3.2
Buffalo	5.1	6.3	3.5	4.4	0.5	0.6	4.8	4.7
Elmira	5.7	11.0	4.4	5.6	0.2	3.8	7.6	8.0
Rochester	4.4	6.6	3.5	5.8	0.2	0.2	5.2	5.5
Syracuse	5.8	7.6	4.9	6.0	0.2	0.7	7.7	6.0
Utica	5.5	5.8	3.6	4.0	0.6	0.3	5.6	4.3
MAJOR WAR INDUSTRIES								
Manufacturing - total b/	6.2	6.3	3.6	4.4	1.3	0.7	5.8	5.3
Ordnance and accessories	5.4	7.4	3.6	4.8	0.4	1.3	5.9	5.5
Chemicals and allied products	4.1	4.5	3.2	3.3	(c)	0.1	4.4	3.7
Iron and steel products	4.4	5.6	3.1	4.1	0.1	0.4	4.5	4.6
Aircraft and parts	9.9	6.0	3.4	4.1	5.3	0.8	4.5	4.7
Ship and boat building	5.9	6.5	3.1	3.6	1.0	1.2	6.0	6.2
Nonferrous metals and products	8.8	8.7	4.9	4.6	2.0	2.5	7.4	5.2
Electrical machinery	5.8	6.9	3.9	4.7	0.3	0.4	6.8	5.1
Machinery (except electrical)	4.6	6.2	3.3	3.9	0.2	1.1	5.0	5.0
Automobiles and equipment	6.0	6.3	3.5	3.4	(c)	0.2	4.7	7.0
Professional and scientific instruments	5.2	4.8	3.1	3.5	0.6	0.2	4.3	3.9

a/ Per 100 employees. Ratio of separations and accessions to average employment for the month.
b/ Includes several industries not cited.
c/ Less than 0.05 of 1 per cent.

Source: Reports of Current and Required Employment (ES-270), July and September 1944.

TABLE 19 - SUMMARY OF LABOR TURNOVER OF WOMEN IN SELECTED ESTABLISHMENTS
New York State, by Labor Market Area and Major War Industries
June and August 1944

	Separation rates a/						Accession rates a/	
	Total		Quits		Layoffs			
	June 1944	Aug. 1944	June 1944	Aug. 1944	June 1944	Aug. 1944	June 1944	Aug. 1944
LABOR MARKET AREA								
State total	6.8	7.9	4.8	5.9	0.9	0.7	7.7	6.6
Metropolitan Region	7.9	8.2	4.9	5.8	1.4	0.5	7.5	7.0
New York City	8.4	9.0	4.9	6.1	1.3	0.6	8.2	7.9
Nassau and Suffolk Counties	6.6	5.3	5.3	4.5	0.4	0.1	4.9	4.4
Westchester County	5.5	5.7	3.8	4.6	0.8	0.5	5.1	3.4
Remainder of State	6.1	7.7	4.8	6.0	0.6	0.8	7.8	6.4
Major Upstate Areas								
Albany	4.5	5.4	3.1	3.5	0.1	0.3	4.8	4.1
Binghamton	4.2	6.2	3.2	5.0	(b)	0.1	6.7	4.8
Buffalo	7.1	8.9	5.4	6.8	1.0	1.3	7.5	6.5
Elmira	7.2	14.5	6.4	9.0	0.1	4.2	11.8	11.1
Rochester	5.2	7.3	4.6	6.6	0.2	0.3	7.0	5.8
Syracuse	8.0	10.8	7.3	9.3	0.2	0.8	11.7	9.1
Utica	7.2	7.7	5.1	5.6	1.0	0.6	7.9	6.6
MAJOR WAR INDUSTRIES								
Manufacturing - total c/	7.4	8.4	5.2	6.4	1.0	0.8	8.2	7.1
Ordnance and accessories	7.4	10.2	5.7	7.5	0.5	1.4	9.3	8.1
Chemicals and allied products	5.8	6.4	5.2	5.1	0.1	0.3	7.1	5.5
Iron and steel products	7.6	9.9	6.0	7.9	0.3	0.6	9.0	8.8
Aircraft and parts	9.3	8.5	4.9	6.2	3.8	1.6	6.1	6.3
Ship and boat building	4.0	3.8	1.8	2.6	0.2	0.2	7.9	7.4
Nonferrous metals and products	9.7	12.1	7.1	6.7	0.8	3.5	11.5	8.7
Electrical machinery	7.5	9.3	5.5	6.6	0.3	0.5	9.4	6.9
Machinery (except electrical)	7.2	9.9	5.8	7.0	0.4	1.6	8.8	8.5
Automobiles and equipment	7.1	7.8	4.0	3.7	-	(b)	5.1	7.5
Professional and scientific instruments	6.6	6.4	4.5	5.0	0.7	0.2	5.6	5.4

a/ Per 100 employees. Ratio of separations and accessions to average employment for the month.
b/ Less than 0.05 of 1 per cent.
c/ Includes several industries not cited.

Source: Reports of Current and Required Employment (ES-270), July and September 1944.

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New York

Office for Emergency Management
WAR MANPOWER COMMISSION

LABOR MARKET DEVELOPMENTS REPORT

NEW YORK METROPOLITAN REGION
(New York City, Nassau, Suffolk,
Westchester, Rockland Counties)

October - November 1944

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Rockland County has been included in this report because it is now part of the New York City War Manpower Commission Area. However, it is not considered part of the New York Metropolitan Labor Market Region. There has been no change from the point of view of labor market analysis in the definition of the New York Metropolitan Region, which still comprises the five boroughs of New York City, Nassau, Suffolk and Westchester Counties.

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LABOR MARKET DEVELOPMENTS REPORT
OCTOBER - NOVEMBER 1944

PART I. NEW YORK METROPOLITAN REGION SUMMARY

Employment in New York City's factories dropped fractionally between September and November; the decrease in the metals and machinery group was close to three per cent. Retail trade showed a seasonal upswing of 17 per cent, while construction fell off by one per cent.

The major war firms are still predicting expansion in labor force and estimate an increase of 31,032 in the New York City Area between November 1944 and May 1945. Only 34 establishments foresee reductions in their staffs, by approximately 5,400, in the next six months. It is believed, however, that employment in war industries will go down during the next half year. Since January 1944 employment in metals and machinery manufacturing has gone down by approximately 41,000. The estimates of management have been unreliable in every month of 1944. In September, the major war establishments forecast a rise of 20,229, but there was actually a drop of 9,490. As in preceding months, the declines were widely scattered among 208 establishments.

The statement that management has consistently (perhaps through no fault of its own) made unreliable forecasts of employment needs some qualification: There is no certainty that failure to expand was not due in some instances to inability to secure labor. It is known, however, that production efficiency has improved in some firms, and the volume of contracts has been on the decline in others, yet such establishments have not always made realistic adjustments in employment forecasts, it is suspected because they hoped to get more service from the USES on the basis of a large labor demand. When the labor needs of Highest Urgency establishments have been checked, for instance, they have usually been found to be inflated.

The supply of unemployed labor at the USES was a little larger in mid-November (32,423) than in mid-September (29,757).[1] In an area of this size, with employment exceeding 3,500,000, this volume of unemployment is negligible. Moreover, the slight fluctuations in the volume of unemployment frequently reflect seasonal movements in employment and do not appreciably affect the volume of persons available for essential jobs.

The supply of available labor is inadequate for the stated demand, even when allowance is made for gross inflation in the labor demand figures. A partial listing of the current demand for labor in essential fields amounts to 42,000, as follows: In Highest Urgency firms - 1,215; in local Priority firms, excluding shipyards - 8,200; in shipyards - 14,000; in hospitals - 10,000; in railroads - 800; in out-of-town Priority establishments - 7,400.

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[1] These figures are of unemployed persons contacting the USES during one week in odd-numbered months. Total unemployment is estimated as 40,000.

Labor is tight in the New York City Area. However, the needs of the most urgent war plants are being met with a fair degree of satisfaction. A number of plants are behind in the delivery of certain items, but few establishments are known to be seriously lagging in the production of urgent items due to manpower shortages. It is only in relation to the more acute labor situation in other war centers of the country that New York City can be regarded as a No. 4 Area (one with a surplus of labor).

With respect to the quality of the available unemployed applicants, the consensus is that practically the only desirable and employable supply comes from among persons laid off in consequence of contract terminations. During November 1,850 persons were known to have been dismissed because of curtailed or terminated war production. These persons were quickly absorbed into other employment. The active insurance file went up slightly between September and November, but the total of 14,920 benefit claimants remains a negligible volume. The bulk of job seekers at present are marginal workers. It could hardly be otherwise in view of the withdrawal of nearly 900,000 men from the Area into the Armed Services, and an increase in employment of New York City Area residents of, roughly, 415,000 since 1940.

What nevertheless makes it possible to think of this Area as one of labor surplus, statistics to the contrary notwithstanding, is the ability on occasion to recruit a surprisingly large number of workers for a specific firm or project when the working conditions have a special appeal, and the recruitment techniques are effective. For example, a manufacturer of radar equipment (employment, 1,300) printed an illustrated circular of his attractive plant, the social activities, the free employee benefits. The leaflet was distributed to 40,000 families in the neighborhood of the plant. A checker followed up distribution by visits to many of the families. The campaign cost the company only $350, and resulted in 1,000 applications for jobs and 216 persons hired. There is also the recent highly successful caravan recruitment drive for auto mechanics as well as numerous examples of successful recruiting for out-of-town firms where wages were attractive.

The major manpower problems of the Area War Manpower Commission are the same as reported in September; they revolve around responsibilities to (1) staff the Highest Urgency No. 1 Priority local firms; (2) recruit for out-of-town Priority firms; (3) fill the labor needs of other essential establishments; (4) authorize or deny requests of employers to produce civilian goods under the Spot Authorization Program.

Manpower programs

The staffing of Must and Priority firms still takes precedence over all other responsibilities. At the end of November only five firms were on the Must-Behind List, as compared with 58 establishments at the end of October. The decrease was achieved through continued success in filling labor needs (about 900 persons were placed in Must-Behind establishments during November, which eliminated 14 firms); careful review of production status by the Priorities Committee, which eliminated ten firms; revision of the Production Urgency list, which accounted for the removal of the remaining plants. Although many firms were removed from the Must-Behind list, because technically they did not warrant such designation, it is recognized that their production is highly important and they continue to receive every attention and service of the WMC.

Must-Behind firms have been asked not to grant statements of availability but to refer all workers making such requests to the USES. These establishments have also been asked to submit to the WMC, weekly, the names of employees who quit without securing releases. In this way the WMC hopes to control excessive turnover and learn more precisely the cause of such manpower losses. This procedure is new and USES offices are working out methods of checking on plant compliance with this request.

There is no doubt that the Priority Referral Program has been extremely effective in liquidating the problems in a large proportion of highly urgent firms. In November, 36 per cent of local placements by the Industrial Offices were in Priority firms as compared with 18 per cent in August. Establishments which have not been removed from the Priority list fall into several categories: (1) Those whose labor demands are being filled and who will be removed within a reasonable time. Some of these firms had poor personnel policies or unreasonable specifications, but have improved both. (2) Those requiring workers with a degree of skill difficult to find in today's labor market. The problem in these firms is often aggravated by unattractive wage rates and they will stay under Priority status for a longer time. It seems that their needs can be met to a certain extent by special effort on the part of the USES to direct the limited number of qualified workers to these firms. It is hoped that negotiated transfers may contribute to the solution of this problem. (3) Those firms whose openings are difficult to fill or require repetitive referrals because of turnover due to low wage rates, unsatisfactory plant location or bad working conditions. To the extent possible, corrective measures have been applied. In many cases the adverse conditions cannot easily (or at all) be corrected. These firms will continue to stay on the Priority list indefinitely, as this is the only solution possible.

The Priority list has grown and at the end of November included 233 local and 48 out-of-town firms (compared with 159 and 52, respectively, at the end of October). The figures are not particularly meaningful because, due to pressure recently in solving problems in Must-Behind establishments, no effort has been made to systematically review this list. Only those firms have been eliminated from which the USES no longer has orders for workers.

In line with the policy announced by the Regional Director on November 22 to negotiate transfers of key workers, the USES undertook the task of conferring with unions and management for the transfer of skilled workers, on a loan basis. The results of the first weeks of effort by the Industrial Offices were not fruitful.

The USES selected four of the most highly critical skilled occupations in demand among 17 Highest Urgency firms, and set themselves the objective of securing 3 glass blowers, 9 machinists, 20 tool makers and 6 instrument makers. They contacted a union[1] which has a large number of tool and die makers and machinists among its members, the Brooklyn and Queens Chambers of Commerce, and more than 100 less essential or essential-civilian plants. The findings so far show that workers in critical skills are to be found primarily in war establishments, from which employers are unwilling to release them. Efforts by the end of November had netted only one first-class machinist. As for glass blowers on scientific

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[1] Amalgamated Machine and Instrument Makers Union (CIO)

instruments, it appears that men with such experience are not to be found in this Area. The WMC is now trying to negotiate for the transfer of glass blowers from New Jersey.

The Manpower Utilization Unit made seven preliminary and three follow-up surveys in Priority plants during November. This Unit is concentrating on short service studies (job analyses, physical demands analyses, job specifications) instead of complete surveys so that immediate help can be offered to the plants. These techniques should help solve the recruitment, absentee and turnover problems.

During November, members of the Area Training Council visited 24 Must-Rehind and Priority firms. Of this total, 15 plants initiated new training programs or extended programs already in operation. In addition, five firms expressed their interest in training and have asked that proposals be submitted in the near future.

Recruiting for out-of-town Priority firms netted 2,855 acceptances in November as against 4,957 in October. A special Recruitment Campaign carried on by Washington representatives during October accounted for the large volume of out-of-town acceptances. When the special campaign was discontinued, recruiting for several firms with attractive wage offers was halted. Another factor which accounted for a drop in placements out-of-town was the growing disinclination of applicants to accept such jobs.

About one-half of the out-of-town placements (1,401) were in New Jersey, and more than one-quarter (796) were in Oregon, California and Washington. Canada, Alaska, and other out-of-country projects accounted for 302 persons placed.

Filling the labor demand of other essential industries presented the same problems in November as in previous months inasmuch as the demand for production and services continues to be as large as previously, and no sources of increased labor supply have developed. Labor shortages which local offices feel most acutely are briefly summarized: Industrial Offices: Tool and die makers, all-around machinists, instrument makers, set-up men, patternmakers, blacksmiths, auto mechanics, molders, coremakers, boring mill operators, automatic screw machine operators, glass blowers, planer operators, engine, bench and turret lathe operators, final inspectors, refrigeration mechanics, sheet metal workers, body and fender repairmen, stationary engineers, licensed and unlicensed deck room personnel, butchers, bakers' helpers, unskilled labor. Shipyard Offices: Electricians, pipefitters, outside machinists, blacksmiths, boilermakers, riggers, carpenters, shipfitters, sheet metal workers, engine lathe hands, chippers and caulkers, iron workers, laborers, helpers. Commercial and Professional Offices: Designers, detailers, nursery school teachers, office machine operators, sales persons for retail food shops. Needle Trades Offices: Operators for military field jackets, children's clothing and various miscellaneous canvas and other items for the armed services. Hotel and Service Office: Nurses, nurses' aides, orderlies, kitchen and other workers for hospitals (the shortage is so acute in this field that mothers of patients are being accepted for employment).

As previously reported, next to filling the needs of Priority establishments, efforts are concentrated on other essential firms. In the Industrial Offices, 92 per cent of placements during November were in essential fields; for the Region as a whole the proportion was 73 per cent.[1]

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[1] Household placements were excluded from total local placements.

In some less essential fields employment appears to have been stabilized to a certain degree as the result of the Priority Referral Program. But all offices report that requests to transfer from essential to less essential establishments have been steadily increasing. In general, the attitude toward persons asking for releases has grown more "tough" in the past weeks. The quit-rate in all leading war manufacturing firms dropped from 4.3 per cent in August to 3.8 per cent in October. While this is an improvement, it is still the second highest quit-rate in this Area since October 1943. The quit-rate among women in war factories during October was 5.4 per cent.

The concentration of effort on Priority firms has resulted in decreased services to other essential establishments. In the Industrial Offices placements in essential firms not on the Priority list dropped from 9,104 in August to 6,417 in November, and constituted 56 per cent of local placements in November as against 70 per cent of the total in August.

This is even truer of the services (rather, lack of services) to less essential industries. As a result, employers are applying in increasing numbers to the Area Office for designations as essential establishments.

The increasing hardship in securing labor has caused many more essential employers to file complaints alleging pirating, unlawful solicitation, and hiring of workers without statements of availability or clearance with the USES. In some cases infractions are due to ignorance of the Stabilization Program, and in these instances compliance is secured.

Cutbacks or contract terminations are known to have occurred in at least 12 firms that laid off 1,850 workers during November. Where local offices knew of the impending layoff before it was to take place, they tried to arrange for the firm to refer its workers to the USES for exposure to essential jobs or for statements of availability. This was done with five companies. Of 686 workers laid off in these plants, 167 reported to the local offices by the end of November. They were able to refer 103 of these to priority jobs; 64 requested and received statements of availability to go to jobs they had already found or to shop around on their own for a while.

The bulk of the requests for Spot Authorization still comes from small firms as the figures for November show:

Employees in the establishment	Per cent of all requests received
Less than 50 workers	74.0
50 - 100	10.8
101 - 200	9.8
201 - 300	1.0
301 and up	4.4

Of the firms with less than 100 workers, the majority (67 per cent) were already on civilian work and merely wished to continue or to produce a new civilian item; 29 per cent had completed war contracts or had war contracts tapering off and wished civilian work to fill in; only 4 per cent sought additional material for war work. On the other hand, of the establishments of 100 or more

employees, 61 per cent wished to enter civilian work because war contracts had terminated or were tapering off, or they have had their war work rescheduled and wished to utilize the spare time of the workers in civilian production; 27 per cent requested material for the continuation of war work; the remainder were firms on civilian production wishing to continue such work.

Products for which firms were seeking approval in order of magnitude, were: novelties (44); mattresses, springs, beds (42); lamps, lighting (40); hardware (33); curtain rods (31); kitchen utensils (24); business and photo supplies (18); heavy equipment (17); electric equipment - irons and heaters (9); ready-to-wear merchandise (7); toys (5); rubber products (3); war items (24).

During the period November 3 - December 1 the WMC made 330 recommendations, approving all but 9 of the applications received. The amount of additional hirings by firms which secured approval was very small, a total of 453 persons, approximatelt three-fourths of whom were women. Actually only 270 additional persons will be hired for civilian production since 183 of the total will be used for direct war work. The number of workers who would have been released in the event of denial was 2,292. There were 58 plants which agreed to permit 1,200 of their employees (mostly male) to be interviewed by the USES for exposure to Priority jobs. This procedure has netted practically no workers so far for placement in Priority establishments. The workers cannot be compelled to take the jobs which are offered and are reluctant to sever relations with old employers. In November only 25 persons from the plants in question were referred to other essential establishments.

TABLE 1. CHANGES IN EMPLOYMENT, NEW YORK METROPOLITAN REGION[a]
NOVEMBER 1944 - MAY 1945

Area	Number of firms	Employment November 1944	Change from November 1944 to January 1945	Change from November 1944 to March 1945	Change from November 1944 to May 1945
Total	357	487,211	23,094	28,637	31,032
New York City	291	378,382	18,862	24,070	26,002
Nassau-Suffolk	26	62,219	2,326	2,639	3,131
Westchester	31	39,641	1,363	1,276	1,197
Rockland	9	6,969	543	652	702
Stable or increasing	323	420,814	26,126	33,285	36,422
New York City	266	327,187	21,411	27,784	30,349
Nassau-Suffolk	20	57,020	2,665	3,228	3,820
Westchester	30	30,600	1,370	1,484	1,414
Rockland	7	6,007	680	789	839
Declining	34	66,397	-3,032	-4,648	-5,390
New York City	25	51,195	-2,549	-3,714	-4,347
Nassau-Suffolk	6	5,199	-339	-589	-689
Westchester	1	9,041	-7	-208	-217
Rockland	2	962	-137	-137	-137

(a) See note on reverse side of cover sheet.

SOURCE: ES-270 reports, November 1944.

TABLE 2. TREND IN EMPLOYMENT IN SELECTED INDUSTRIES
NEW YORK METROPOLITAN REGION, SEPTEMBER 1944 TO MAY 1945[a]

Industry	Number of firms	Employment: Total: September 1944	Total: November 1944	Total: May 1945	Women: September 1944	Women: November 1944	Women: May 1945	Part-time workers: Nov. '44	Non-white workers: Nov. '44
TOTAL	357	496,701	487,211	518,243	153,013	151,392	163,609	1,383	31,563
MANUFACTURING	329	406,417	400,325	427,371	125,963	124,535	135,603	1,210	28,003
SELECTED INDUSTRIES - TOTAL	242	348,297	342,739	365,150	101,239	100,074	109,126	573	21,909
19 Ordnance and accessories	30	27,162	27,516	30,055	9,781	10,063	11,403	100	2,230
342 Aircraft and parts	31	61,288	60,984	69,059	17,793	18,149	20,840	73	1,787
343 Ship and boat building and repairing	38	127,909	124,494	128,617	10,561	10,225	10,268	22	8,971
36 Electrical machinery	76	63,078	61,801	67,185	35,210	34,192	38,042	310	5,828
37 Machinery (except electrical)	32	10,901	10,478	11,094	2,583	2,439	2,481	9	421
391 Professional and scientific instruments, etc	35	57,959	57,466	59,140	25,311	25,006	26,092	59	2,672
NON-MANUFACTURING	28	90,284	86,886	90,872	27,050	26,857	28,006	173	3,560

[a] See note on reverse side of cover sheet.

SOURCE: ES-270 reports, November 1944.

PART II. NEW YORK CITY

Section A. General Summary

For a summary of developments in New York City, see Part I. New York Metropolitan Region Summary.

Section B. Employment Trends, Labor Demand and Supply

1. War industries forecast rise of 26,002

The net drop in employment in 291 major war firms between September and November amounted to 9,758. In the 165 establishments which reported declines, employment went down by 17,180. For the past year management has consistently forecast a rise in labor force, and just as consistenly there have been decreases each month since January 1944.

Employment, according to November estimates, will go up by 26,002 in the six months ending May 1945. It is believed this increase will not occur. While additional contracts are continuously awarded to plants in New York City, the increases in staff required for such work are expected to be offset by reductions which will result from completed or curtailed contracts. In any event there is no readily available surplus labor in the Area at present which would justify the belief that war industries could recruit substantial numbers of additional personnel. There is a large potential reserve of women, but in the absence of extraordinary pressures, no additional women will be coming into the labor market excepting the normal annual increase. The USES has been quite successful, as the result of exceptional effort, in filling the labor needs of its Priority firms. There is every reason to believe that the urgent labor needs of war plants will continue to be filled. In the next six months the demands of the armed services together with those of out-of-town Priority employers may reach 35,000. The supply of new entrants, discharged men from the armed forces, and returning New York City residents, who have been working outside the Area, is expected to be sufficient to meet these needs, but not sufficient to permit any substantial expansion of current employment in war plants, unless production schedules are unexpectedly revised upward, and the situation becomes sufficiently critical to bring forth new WMC policies. This does not mean that war production cannot be expanded in this Area. With improved utilization of the current labor force there is reason to believe that production could be substantially increased over present levels.

Of the 378,382 persons engaged in the 291 war establishments in November, 30 per cent were women, 7.6 per cent were non-white persons, and less than one-quarter of one per cent were part-time workers.

The largest increases in employment between November 1944 and May 1945 are forecast in electrical machinery (5,203), aircraft (4,759) and shipbuilding (4,035).

2. Quit-rate shows small drop

Although requests from applicants for permission to take less essential employment were as numerous in October and November as in the two preceding months, the quit-rate in major war factories went down from 4.6 per cent in August to 4.3 per cent in October. This rate was lower than the national average of 4.8 per cent for selected war manufacturing industries in October. Industries which showed an above-average quit-rate were iron and steel products (7.2 per cent), nonferrous metal products (5.9 per cent) and electrical machinery (5.2 per cent). Industries with low quit-rates were non-electrical machinery, chemicals and professional and scientific instruments (2.5 per cent in each).

The quit-rate among women in war factories during October was 6.1 per cent. It was particularly high in iron and steel products (10.8 per cent), ordnance (7.2 per cent), and nonferrous metals (6.9 per cent); it was relatively low in non-electrical machinery (4.4 per cent), aircraft (3.9 per cent) and professional and scientific instruments (3.6 per cent).

3. Employment of women shows 300,000 rise since 1940

The spectacular influx of women into the labor market since pre-Pearl Harbor days was highlighted recently in a report issued by the Women's Bureau of the United States Department of Labor - the first comprehensive nation-wide survey of women workers made during the war period.[1] Between December 1941 and March 1944 the number of women employed throughout the country rose to 16,480,000, an increase of 36 per cent. More than half of the new entrants were former housewives and a third came from the schools.

In New York City the situation, it is believed, was somewhat different. A comparison of the nation-wide with the local picture during the four years, March 1940 - March 1944, reveals that the proportionate rise in the number of new female workers was much sharper throughout the country than it was in the City - 47 per cent as against 31 per cent. However, the ratio of women to total employees here in 1940, as in 1944, was greater than the national percentage, due primarily to the concentration in this area of apparel, manufacturing, trade and other industries which traditionally employ high proportions of women. Throughout the country employed women were 23 per cent of the total working force in 1940 and 33 per cent in 1944. In New York City, about 300,000 additional women are believed to have entered the labor market during this period, raising the proportion of female to total employment from 31 per cent in 1940 to an estimated current ratio of 38 per cent.

At the present time, although employers are willing to accept domestics and other new entrants into the industrial field for 50 cents per hour jobs, they are becoming increasingly reluctant to hire females without at least a few months' factory experience on jobs paying higher rates. One of the Industrial Offices reports that during November there was an unusually high proportion of orders for unskilled women at rates of 60 cents an hour and up, as against former hourly rates of 50 - 55 cents, but with a corresponding increase in emphasis on better

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[1] United States Department of Labor, Special Bulletin No. 20 of the Women's Bureau, June 1944, Changes in Women's Employment During the War.

qualified applicants. In a sampling of 158 new openings received by this office during November, it was found that more than two-thirds paid upwards of 60 cents an hour.

There is a large unfilled demand for charwomen in schools and essential plants, because of the long hours involved and greater interest in factory work. There are, however, few openings for night shift industrial jobs, due to the discontinuance of this third shift by a number of firms.

Close to 88,000 women were working in 272 leading war factories in November 1944, constituting 29.5 per cent of total personnel in these plants. By May 1945 these firms expect to employ an additional 9,200 female workers; experience in recent months, however, indicates that these estimates tend to be over-stated. For example, in September these same establishments predicted an increase of about 5,000 by November, whereas actually there was a decline of nearly 1,800 during the two months. Failure to expand may in some cases have been due to inability to secure labor, but in general it is believed that labor needs were over-stated. It is interesting to note that while women represent only 29.5 per cent of current employment in war plants, they are expected to comprise 40 per cent of all the hiring in the next six months.

As in recent periods, industries which show the largest numbers of women employed are electrical machinery (28,500), professional and scientific instruments (18,200), shipyards (10,100) and ordnance (10,050). The highest proportions are again found in electrical machinery and professional and scientific instruments (57 and 43 per cent respectively) while shipyards still report the lowest ratio (8 per cent).

The quit-rate of women in major war plants declined slightly during the past two months - 6.1 per cent in October as against 6.7 per cent in August.

4. Employment of non-white persons increases

More and more evidence of the decline in discriminatory hiring specifications is being reported by USES offices although, as one office points out, caution must be used in claiming success in the application of the non-discrimination policy. Securing the relaxation of discriminatory specifications by an employer does not always result immediately in a greater acceptance of non-white referrals; it may be no more than an indication of a temporarily changed attitude of employers in the Area toward the utilization of the available supply of workers in the current labor market.

The 24,900 non-white persons currently employed in 270 leading war plants in the Area constitute 8.4 per cent of total staff in these firms; the ratio a year ago was only 6.0 per cent. Despite a drop of 6,400 in total plant personnel between September and November, nearly 1,300 more non-white workers were hired during this same period.

War manufacturing industries reporting an above-average proportion of non-white to total employment include iron and steel products (16.3 per cent), electrical machinery (11.4 per cent), and nonferrous metals (11.1 per cent); the lowest ratios are found in aircraft and non-electrical machinery (3.8 and 3.3 per cent respectively.) In terms of absolute numbers, the largest groups of non-white

workers are employed in shipyards (8,963), electrical machinery (5,696), ordnance (2,230) and professional and scientific instruments (2,028).

The Masell Manufacturing Company, employing 310 persons in the production of various iron and steel products, reports that it is extremely well satisfied with the results of the policy of mixed staff in its factory. About 35 per cent of its personnel are Negroes, working in various occupations and at all skill levels.

The New York Telephone Company announced early in December that in line with a new Company policy it would hire Negro switchboard operators to work at various exchanges throughout the City. This is the first instance of any major company employing Negro operators and has been acclaimed by Negro leaders as an important step in the breakdown of racial barriers to employment. Twenty-six operators are scheduled to begin training in December.

The USES is still encountering difficulties in placing mixed staffs on live-in jobs in hospitals and hotels, even where mixed staffs are otherwise acceptable, due to the objection by white workers to sharing sleeping quarters.

5. More veterans come to USES

A larger number of veterans have been coming to the USES each month since September. In November, 16,856 veterans received some type of service, as against 11,688 in September. Passage of the G.I. Bill of Rights is held to be the chief explanation for the increase. Next to employment, interest is greatest in provisions for readjustment allowance, educational opportunities and loans. Jobs have been secured for more veterans each month since July, the number of placements in November reaching 4,426. Approximately one out of every four veterans who came to the USES in October and November was placed on a job. This was a little higher than the ratio of placements among men who were not veterans.

In a city of the size of New York, where the types of employment seem to be limitless, and the range in wage rates and salaries is wide, the majority of applicants prefer to shop around - at the Employment Service, the private agencies, the individual plant - before reaching a decision to accept a job offer. That is one reason why only one in four was placed. Moreover, some of the applicants were hoping to start their own business and are not interested in employment, but are required to come because they collect adjustment allowances. Still others were interested in information about educational opportunities.

Since veterans are no longer covered by the Stabilization Program, their freedom to reject or leave jobs is absolute. This has caused some dissatisfaction among employers who feel they take all the risks in training veterans. One essential employer claims he lost 13 veterans to less essential firms. Another company which had worked out what it considered a good post-war program, starting veterans at $42.50 per week during training, with prospects of earning $75 when trained, has had so high a turnover rate as to question the wisdom of continuing the program.

Difficulties encountered in placing veterans are frequently similar to those in placing other men, but some are specifically veteran problems. Inadequate

information about a disability continues to trouble staff members of the USES. As the load of applicants with mental illnesses increases, a greater knowledge of psychiatric disorders will be required of special interviewers and veterans' representatives. Each local office, depending on the types of jobs and occupational groups handled, tends to point up the "frictions" peculiar to its field of operations. Sometimes the problems do not affect a significant portion of veterans from the standpoint of volume, but may affect a group of men (persons with certain types of neuroses or disabilities) toward whom special responsibilities are felt. A brief summary of the placement difficulties experienced are presented below.

The Industrial Offices are unable to satisfy the relatively heavy demand among veterans for chauffeurs' jobs paying at least $60 a week, since such openings generally average about $40. Veterans in increasing numbers are seeking jobs as truck drivers. This may be due to experience acquired during military service or to a desire to be free of direct supervision, to avoid factory noise or to work outdoors. Considerable telephone solicitation must be done to secure such openings; despite a fair measure of success, the demand is greater than the available opportunities. There are also more requests for jobs in refrigeration and air conditioning fields than can be satisfied. Some employers are reluctant to hire psychoneurotic applicants because they consider them to be unstable. In this connection it is reported that staff members need to spend a great deal more time in the field than they now do to secure specific job knowledge in establishments to enable them to intelligently place men with psychoneurotic disabilities.

The Professional and Commercial Office is finding employers unwilling to hire veterans with blue or yellow discharges even when these have been given under other than dishonorable conditions because they are afraid of the implications of such releases. Radio operators, with Army experience only, usually want jobs as commercial operators at salaries excessive in terms of their qualifications. Few openings have been found in the field of aviation for former pilots, bombardiers and navigators as most of these men, having been officers, object to beginning positions on the ground crew. The chief problem in placing disabled dischargees is their desire to perform duties entirely foreign to their previous experience. Some veterans are no longer interested in their former jobs but have no idea of what they want to do now.

The Needle Trades Office encounters its chief difficulty in trying to secure jobs for the marginal workers who demand unrealistic salaries. Fur workers have been unwilling to convert their skills to other lines despite a relatively poor season in the fur line. The Building and Construction Office has come up against a problem encountered by none of the others: the honorably discharged veteran who has not yet received his citizenship papers. Defense plants, particularly the shipyards, require such men to file Alien Questionnaires which must receive FBI approval, and are, therefore, time-consuming.

The Service Office finds that the man without previous civilian experience is the hardest to place since few attractive openings are available to him. The Shipyard Offices find the major problem to be the veteran who is interested only in a specific job or employer.

Many additional individual plant programs for returning veterans have been established. Only a few can be mentioned. The Arma Corporation's rehabilitation program conducted at St. Alban's Naval Hospital (reported upon previously) was curtailed for two weeks pending a decision on the legality of paying wages to veterans while they were patients in an institution. The case has been settled; patients will continue to receive 60 cents per hour from the Arma Corporation for the work they do, in addition to their Navy pay. The Leviton Manufacturing Co. (electrical devices) has suggested a plan similar to Arma's, the work to be done at Halloran Hospital. Decision of the Surgeon General is awaited. The Eberhard Faber Co. has contracted with the Veterans' Rehabilitation Division to train veterans for the post-war manufacture of fountain pens.

The Building and Construction unions have not established uniform policies with respect to veterans. The USES has learned informally that the electricians do not take in new members at present. In cases where their returning members are unable to work on construction jobs, the union tries to place them in industrial establishments. The painters accept qualified, honorably discharged men as new members without payment of initiation fees. The carpenters and dockbuilders also accept qualified veterans as new members but have made no decision about initiation fees. The reinforced iron workers, plumbers and steamfitters are not accepting new members at present but state they will do so when conditions warrant.

6. Job opportunities for young workers

One million fewer students are in high schools throughout the country at present than in 1940, according to a report issued in November by the National Child Labor Committee. The loss is due mainly to the great increase in the number of boys and girls who have left school to work. In 1940, at the time of peak school enrollment, only 872,000 children 14 - 17 years old were working; this figure has been more than tripled since the beginning of the war to a current total of 3,000,000. This latter figure includes students who are working part-time.

Some indication of the exodus in New York City is reflected in the volume of first full-time working papers issued to young workers. In the year ending August 1941, the number was 35,500; by 1943 it had jumped to 81,400. Between 1943 and 1944 there was a break in this departure from the schools for the first time, indicating partial success of the "Back to School" campaign. The number of new full-time working papers issued by the Board of Education for the year ending August 1944 was eight per cent less than that of the previous year; this recent trend is reflected in a decreasing junior applicant load at the USES.

The most numerous job opportunities for young workers in the clerical and white collar field are for boy typists and assistant bookkeepers at $25 a week, and mail clerks, messengers and general office workers at $22 - $25 weekly. Girls are most frequently placed as stenographers at $25 per week and as typists, bookkeepers, and file clerks at $20 - $23. The average salary for recent college graduates ranged from $30 - $35 a week as junior professional assistants.

In the service industries, the greatest number of job opportunities continues to be in hospitals: boys as elevator operators and kitchen workers and

girls as nurses' aides and pantry help. These jobs pay $50 - $90 a month for full-time and 42 cents an hour for part-time.

There has been an increase in the number of openings for boys over 18 in the shipyards - as apprentices at 58 cents an hour and as helpers at 86 cents hourly. Girls over 18 receive from 70 - 82 cents an hour for trainee and general helper jobs.

In general, the most frequent jobs offered to boys in industrial fields were for general helpers, laborers, shipping, packing and stock clerks in machine shops, radio and radar plants, and food, paper and chemical factories at an average hourly rate of 60 cents. The Christmas season has brought openings with the Post Office and the Railroad Retirement Board. Young girls are being placed in assembly, packing, soldering and inspecting jobs in the electrical, chemical, paper, food and metal trades industries at from 50 - 60 cents an hour. New jobs as quartz cutters and grinders have also been reported.

Most of the junior needle trades applicants are placed in factories making children's and infants' wear, and clothing for the armed forces at 65 - 70 cents an hour for boys and 55 - 60 cents for girls. There have been increased opportunities for learners on knitting and winding machines.

Jobs which the USES cannot readily fill include: white collar occupations paying less than $23 a week, calling for a six-day work week or not centrally located; hospital openings because of the long hours and low salaries; jobs in the shipyards as laborers and ship and tank cleaners, which are often dirty and heavy and offer no chance to learn a trade; industrial jobs paying less than 60 cents an hour or involving long travel and dirty, wet work; sponging jobs in dye houses.

Applicants difficult to place in the professional field are veterans who have had supervisory experience in the armed forces without the necessary training for equivalent civilian jobs. Among the commercial groups, there are few jobs for inexperienced office machine operators because employers refuse to hire trainees, for applicants who request salaries not warranted by their training, or for those demanding a five-day week with the promise of post-war security. The supply of part-time junior clerical or service workers far exceeds the demand for them. There are few openings in shipyards for girls without shipyard experience or for 17-year old boys who desire to learn a trade. It continues to be difficult to place 16-year olds on industrial trainee jobs because of their immaturity and the need for adhering to continuation school regulations. Boys under 18 with aviation or auto mechanics experience cannot be referred to jobs requiring alternating shifts. Small boys are not willing to accept jobs involving running errands. Applicants without previous factory experience, especially domestics, demand salaries that are not commensurate with their ability; there is little employer demand for them.

7. Training programs

About 5,300 persons were enrolled in New York City Board of Education war training courses on December 1. Of this total, 400 were members of the armed forces receiving special training requested by various Federal Agencies.

Another 1,300 persons were participating in in-plant training programs, established for 33 plants, and designed in cooperation with the employers. These employees are being trained in specific skills so that they can be upgraded in the firms for which they are working. An additional 1,800 war workers are receiving supplementary training in their trades. Most of this group, motivated by a desire to become more efficient workers, are attending on their own time. The remaining 1,750 trainees are attending evening courses for the purpose of converting their skills to other industries.

Enrollment in pre-employment courses has increased each month since the summer vacation period ended. The Radio and Maritime Trades Center accounted for a large proportion of the total increase; attendance there has reached the all-time high of 1,360 trainees. The popularity of this school is due primarily to the present interest in radio and electronics and the superior instruction and equipment. This school like others where radio courses are offered has a long waiting list, especially in evening courses, of persons interested in this training for potential post-war opportunities in electronics. Radio courses are by far the most in demand at present.

The six most popular war training courses (as measured by USES referrals) are radio (assembly, repair, operation); auto mechanics; machine shop; welding (electric and gas); refrigeration; drafting.

Requests from war industries, Army and Navy installations, and others have been made for war training in clerical fields, with emphasis on typing and shorthand. Under the present regulations war training funds cannot be used for this type of training, yet there is a definite need in the war effort for clerical workers.

The State-sponsored courses are very popular with applicants and employers because of the thoroughness of the training. The New York University school is alert to changing needs and modifies its courses to meet them. The two State-operated schools in this Area, however, represent a relatively small portion of the total war training facilities.

Section C. Developments and Problems in Selected Industries

1. Shipbuilding

Employment in the 32 major shipyards went down slightly between September and November due in part to completion of some contracts. However, the award of additional contracts to the larger yards for major conversions, such as hospital ships, AKA's, APA's, CV's and CE's, has resulted in increased current demands for labor. On December 1 the Shipyard Offices had 6,400 openings for skilled and 4,300 openings for unskilled labor in local yards or for yards within commuting distance. The net expansion between November 1944 and May 1945 is estimated at 4,000.

Fluctuations in work and employment characterize the shipbuilding industry of New York City. The Todd yard laid off 3,000 men at the end of September, and

since then has not only recalled all these men but has placed orders for an additional 4,000 applicants.

The noticeable increase in hiring activity among small contractors was due to the arrival of butt strap jobs into the Port in larger quantities than heretofore. For a time there appeared to be a serious shortage of riveting gangs for these highly important butt strap jobs. In this connection the USES did an extraordinarily fine piece of recruiting. Despite tremendous initial opposition, the Shipyard Office persuaded the large yards to lend riveting gangs to the contractors who were handling the butt strap work. As a result of these negotiations no butt strap job was held up because of the shortage of rivet gangs.

In general, labor is tight; only through allocating the available supply where it was most needed, have the yards been able to maintain their required production schedules fairly satisfactorily. The most stringent occupations are listed in the Summary of this report. Most of the larger yards conduct their own training, particularly for shipfitters and welder trainees. There was some talk, apropos butt strap jobs, that the War Shipping Administration would subsidize contractors doing this type of work in the training of riveters. Firms were to select their own men who were to receive $1.20 per hour while training. Only one contractor is known to have taken advantage of this arrangement.

The USES held meetings with the WSA and the Navy to discuss current needs of the biggest yards. A large publicity campaign involving a caravan staffed with Navy and USES personnel, radio and newspaper advertising, is being formulated, the expenses of which will be borne by the employers.

Due to cold weather, the regular exodus of shipyard workers to warmer climates for the winter months has occurred. These men appeared with medical certificates. The USES urged the men who obtained releases to take West Coast and Panama Canal jobs. Very few shipyard workers have tried to secure releases on the ground that their skills were under-utilized. Labor is well utilized in shipyards under the USES controlled hiring.

2. Building and construction

Local construction was at a low ebb, confined largely to alterations and repairs. There is much talk about renewed activity on large projects such as the completion of the Idlewild Airport, vehicular tunnels, viaducts, highways, housing developments, when reconversion is permitted. Since a large proportion of building trades workers are now in shipyards, it would not be in the interest of the war effort to get such projects under way in the immediate future without prior consultation with the War Manpower Commission.

Local shipyards continue to offer the largest opportunities for unemployed construction workers. A naval warehouse project near Schenectady attracted 54 carpenters and 137 laborers from this Area. The West Coast and Pearl Harbor Navy yards, as well as the Kaiser yards, continued to recruit building trades workers in October and November. Twenty New York City men left the California Shipbuilding Corporation soon after arrival there; only two of these men reported here to the USES, giving the housing shortage as the reason for quitting.

3. Apparel industries

Over-all employment in the apparel industries showed no change between September and November. However, the demand for labor in firms making a variety of canvas items for war use and in those men's clothing shops which were producing military garments increased in this period. The decline in employment in the women's coats and suits branches reflected the usual seasonal drop. The women's dress industry was affected by temporary materials shortages.

Fluctuations in apparel factories, due primarily to seasonal factors, have little effect on the supply of labor available for war products. The seasonally laid off employees generally wait for their regular shops to resume production.

The total applicant supply of needle trades workers has diminished to a point where it is a daily struggle to fill even the most acute war jobs. Apparel manufacture has flourished during the war period. Average monthly employment rose from 278,000 in 1940 to 330,000 in the first six months of 1944. This is a sizeable expansion for a primarily civilian industry. Unfortunately, it is most difficult to recruit for precisely those firms which are producing the goods of highest urgency to the war effort. The wage factor is the primary obstacle to the transfer of workers from less essential work.

War products. Of first importance is the production of field jackets, on which both the WPB and the Quartermaster Corps exerted great pressure to step up output. Nevertheless, deliveries are seriously behind schedule. The need of additional employees has not been fully met. Besides labor shortages, the rigid inspection by the QMC, resulting in a high percentage of rejections, is an added reason for manufacturers' delinquency in delivery.

Contracts have already been awarded for a wide variety of special items (Marine vests, jungle suits, caps, jackets) and the QMC is seeking bids on Army trousers, shirts, overcoats. Pants manufacturers have refused bids on Army contracts, claiming inability to compete with out-of-town firms on costs. One Brooklyn shop has accepted a contract for 75,000 pairs, however.

Production of tents, medical kits, sleeping bags, jungle and Navy hammocks is highly urgent. It is believed that about 1,100 additional workers will be needed by four concerns working on the squad tent. Recruitment of this volume presents what seems like an insoluble problem in view of the dwindling supply of experienced needle trades workers.

Production of lend-lease items like women's coats, skirts, underwear, in shops organized by the Amalgamated Clothing Workers' Union, offers steady employment. Workers affiliated with the International Ladies Garment Workers' Union are nevertheless reluctant to accept such employment due to longer hours and lower wage scales than prevail in shops affiliated with their union.

Children's wear. Production on children's wear went down in November. Shortage of materials was the main cause; a secondary reason was the seasonal decrease in the manufacture of coats, leggings and underwear.

Women's dresses. Slight and temporary layoffs were due apparently to periodic shortages of materials. In most plants production at high levels was maintained. Despite some layoffs, a large proportion of employers' needs could not be satisfied.

Women's coats and suits. The usual seasonal slow-down began in October and gained momentum in November. The workers laid off were not available for other jobs.

Millinery, furs, accessories. After completing the winter line, the millinery industry continued slack, with most production workers on a part-time or skip-week basis from October until December. These workers could not be diverted into essential firms.

Only the large fur manufacturers enjoyed high levels of production; the season was poor for smaller shops, due to OPA regulations and high luxury taxes. In embroidery shops, the shortage of buckrum, due to the diversion of cotton to military production, has caused layoffs of crochet beaders and hand embroiderers. Occasionally these workers can be persuaded to enter other fields.

4. Service industries and occupations

Hospitals. The importance of the wage factor in attracting persons to hospital jobs was highlighted recently in a comparative study prepared for use in connection with a hospital recruiting campaign. The disparity between hospital rates and those in industry for the same occupations ranges from about $6.00 per week for kitchen workers to more than $15 weekly for ward maids and orderlies. Household workers in New York City average a higher weekly income than do the majority of hospital personnel. There have been few attempts to adjust wages in line with industrial rates - not enough in any case to attract workers to hospital employment.

Mindful of the low wage factor, the current recruiting appeal is being directed primarily to groups which cannot stand the stress of industry, women and others who wish to supplement present earnings, and college and high school students working part-time. Although it is still too early to evaluate the success of the drive, it is apparent that women who have never worked before, or who are dissatisfied with jobs in other fields, are responding out of a real desire for service.

The number of current unfilled openings in hospitals is nearly 10,000, substantially the same as in September. The most critical need continues to be for nurses, both registered and practical. About5,000 are needed in the New York City Area for hospitals located here. Only one fourth of the monthly quotas for the Army are currently being met. While 2,300 new graduates took the State Board Examination in October, only 64 expressed interest in enlistment.

The need for attendants and other service workers in hospitals is still acute, although the cold weather has brought some increase in the supply of applicants for sleep-in jobs. In some hospitals the shortage is so serious that mothers of patients are being accepted for employment. Hospitals are making a few adjustments in attempts to attract and keep workers but progress is slow. A salary increase affecting 10,000 State hospital workers was granted in October, raising

the minimum annual wage to $1,300 and the maximum to $1,700, in addition to the cost of living bonus. One hospital is paying its workers on a weekly rather than a semi-monthly basis; this new arrangement seems preferable and more practical to applicants. Time and a half for overtime is more prevalent, and where warranted, hours and wages have been adapted to individual demand.

Hotels and restaurants. It is the opinion of many hotel and restaurant employers that the turnover among men in the 18 - 45 age group has been steadily declining since the inauguration of the Priority Referral Program. This may account in part for the marked drop in the number of openings for hotel waiters, waitresses, and cooks, and front office personnel. There has been an increase, however, in the demand for counter and kitchen workers; any available applicants generally refuse referral because of the low salaries offered by employers. Many former hotel workers such as chambermaids, bath-maids, elevator operators, have gone to factory and other essential jobs, resulting in a supply of these people that is far below the demand for them.

Labor surpluses have been reported among those groups of workers that report to the USES primarily as benefit claimants and not as potential job seekers. These include persons who normally work in summer and winter resorts and are unwilling to accept New York City jobs, and executive housekeepers and front office managers in hotels, for whom the demand is small.

The American Hotel Association recently promulgated a six-point post-war program designed to improve service to customers and to provide more jobs in hotels during the reconversion period. The program includes plans for expansion and repairs, appraisal of employment and upgrading possibilities, the use of technical improvements developed during the war, and the re-institution of services restricted by the war emergency. The Association also announced a nation-wide program for veterans, providing a detailed guide for adapting hotel job specifications to the abilities of disabled servicemen, as well as suggestions for special veteran training.

Building maintenance. With the coming of the winter season, the demand for firemen for apartment houses, schools and loft buildings increased considerably, necessitating preferential treatment on orders to avoid endangering civilian health and welfare. There are also standing orders for guards in governmental establishments, and for full-time charwomen in schools and essential plants, which cannot be adequately filled.

The supply of applicants declined steadily during the past two months. On November 16, the day after the closing of the local race tracks, about 350 cashiers, ticket takers and guards reported to the USES. Most of these men are past 50 years of age, and generally not willing to take essential war work. The majority will probably migrate South for the Florida race track season by the end of the year.

Wage increases of $1.25 per week for 24,000 members of Local 32-B of the Building Service Employees' International Union (AFL) were approved by the War Labor Board early in November. The workers affected are employed in Manhattan buildings.

Household employment. The supply of new applicants at the USES during October and November was about 10 per cent below that of the August-September period; between October and November the number of persons looking for work decreased by about 20 per cent. Among the reasons for this drop were bad weather, higher wages offered by fee charging agencies and employers, and the permanent job arrangements made by applicants with employers as a result of September and October referrals.

Despite a decrease in employer demand, the supply was in no way adequate to meet it. A preliminary survey in November revealed that about 23,000 orders for work were refused and about 1,500 cancelled because of a dearth of applicants. Employers are still calling for capable workers to take on household and practical nurse responsibilities; there are fewer applicants qualified to handle these jobs. There has been an increased demand for day workers on Sunday from persons who work a 48-hour week; here again the number of applicants willing to accept these calls is few.

As a result of insistent demands by applicants for an increase in the day-work rate, the USES now regards the prevailing hourly rate to be 70 cents per hour; some employers are nevertheless offering up to $1.00 an hour, in many cases with transportation costs added. The majority of regular maids are hired on a weekly rather than a monthly basis, with the five-day, 40-hour week in greatest demand. Housewives are showing more willingness to adjust wages and hours in order to secure and hold workers, but they also are beginning to demand a standard and quality of work commensurate with the better job conditions and pay.

5. Commercial and professional occupations

During October and November there have been significant changes in the characteristics of the commercial applicant load, resulting in some placement difficulties. The number of male applicants has increases; these are either young men who are trying to re-establish themselves in the clerical field with an eye to post-war security, or older and physically handicapped persons who are looking for sedentary jobs outside war plants. Both groups have been accustomed to higher wages and are not easily referrable to job openings held by the USES. Benefit claimants constitute a greater proportion (5[illegible] per cent) of the current applicant load than heretofore, possibly as a result of the general tendency of workers to leave essential employment for less essential jobs. It is likewise extremely difficult to interest these persons in the usual clerical salary and hours. A spot survey in November revealed that out of 211 placements made during a given period only 18 per cent were of benefit claimants, even though they represented 45 per cent of all referrals to job openings.

There has been an increase in requests for part-time and home work from both men and women interested in supplementary incomes; jobs of this type are not readily available in the clerical field.

The need for office machine operators and stenographers in essential industry is still great, but rotating shifts, the 48-hour week and location of many of these positions make them almost impossible to fill. The quality of applicants with regard to experience and skill is growing poorer and in some instances, salaries are being lowered accordingly. Some employers are asking for workers

under 30 years, but no additional supply of young workers is expected before the end of the school term in January.

Among professional workers the demand for jobs with post-war futures is constantly increasing; requests for permission to accept jobs already found are also on the upgrade. The supply of electrical and mechanical engineers with research and development experience in electronics and radar is practically non-existent, while the demand continues unabated. Nearly every available designer and detailer has been absorbed by the engineering services. Although the Mayor's Committee is opening more nursery school centers, there are very few qualified or even partially qualified teachers willing to accept the jobs. There is an increased tendency toward the acceptance of well-qualified non-white teachers in this field.

In the sales field there has been the usual seasonal increase in the number of openings for retail sales persons; few applicants have accepted referrals to department stores because of the wages offered. The shortage of experienced workers in retail shops (food, hardware, commercial stationery, photographic supplies, etc.) continues. Wherever possible stores are accepting inexperienced personnel and training them on the job.

6. Farm employment

Since the closing of the farm labor camps during October, the demand for farm labor has been largely for the long term "month-hand" on dairy farms. Experienced workers are wanted, but the supply of such men is practically non-existent. Despite this lack of experienced help, the farm situation does not seem to be critical enough to induce farmers to accept unskilled men, who also are in short supply, for on-the-farm training during winter months. Since the supply of both experienced and inexperienced help is so small, any man, however qualified, applying for a job can be placed.

Most of the girls who were placed on individual farms for the summer returned to the City at the expiration of their contracts. Very few of them will be replaced until next Spring. What little demand there is for women farm hands during the winter will have to be satisfied by the girls who chance to apply to the USES for permanent work, since there is no training school supply to draw upon at this time of the year.

TABLE 3. RATIO OF NUMBER OF NON-WHITE PERSONS EMPLOYED TO TOTAL EMPLOYMENT IN SELECTED INDUSTRIES NEW YORK CITY, NOVEMBER 1943 TO NOVEMBER 1944

Industry	Number of firms	Employment of non-whites		Non-whites as per cent of total employment	
		Nov. 1943	Nov. 1944	Nov. 1943	Nov. 1944
TOTAL	287	21,648	28,264	5.5	7.6
MANUFACTURING	270	19,085	24,917	6.0	8.4
19 Ordnance and accessories	30	1,394	2,230	5.0	8.1
28 Chemicals and allied products	4	408	392	9.0	8.7
33 Iron and steel products	23	1,592	1,700	14.9	16.3
34 Transportation eqpt. (exc. autos)	53	7,376	9,422	5.0	7.1
342 Aircraft and parts	20	377	413	3.1	3.8
343 Ship and boat building and rep.	32	6,978	8,969	5.2	7.4
Other	1	21	40	2.9	6.1
35 Nonferrous metals and products	16	662	867	7.6	11.1
36 Electrical machinery	68	3,865	5,696	8.7	11.4
37 Machinery (except electrical)	29	206	250	2.3	3.3
39 Miscellaneous mfg. industries	35	2,381	2,134	4.3	4.8
391 Professional and scientific instruments, etc.	31	2,316	2,028	4.4	4.7
Other	4	65	106	2.0	4.9
Other manufacturing	12	1,201	2,226	9.8	17.1
NON-MANUFACTURING	17	2,563	3,347	3.4	4.5
Transportation, communication and other public utilities	5	1,198	1,202	3.0	3.1
Other non-manufacturing	12	1,365	2,145	3.9	6.1

SOURCE: ES-270 reports, November 1944.

TABLE 4. PAST AND ANTICIPATED EMPLOYMENT TRENDS IN ES-270 FIRMS IN SELECTED INDUSTRIES
NEW YORK CITY, SEPTEMBER 1944 TO MAY 1945

Industry	Number of firms	Employment				Net changes in employment from Nov. 1944 to		Part-time workers Nov. '44
		September 1944	November 1944	March 1945	May 1945	March 1945	May 1945	
TOTAL	291	388,140	378,382	402,452	404,384	24,070	26,002	917
Stable or increasing	266	333,794	327,187	354,971	357,536	27,784	30,349	
Declining	25	54,346	51,195	47,481	46,848	-3,714	-4,347	
MANUFACTURING - total	272	305,103	298,701	319,820	321,430	21,119	22,729	760
Stable or increasing	249	275,836	272,263	296,867	299,015	24,604	26,752	
Declining	23	29,267	26,438	22,953	22,415	-3,485	-4,023	
19 Ordnance and accessories - total	30	27,162	27,516	29,693	30,055	2,177	2,539	100
Stable or increasing	27	23,477	24,098	26,780	27,142	2,682	3,044	
Declining	3	3,685	3,418	2,913	2,913	- 505	- 505	
28 Chemicals and allied products	4	4,686	4,515	4,637	4,637	122	122	28
33 Iron and steel products	24	10,540	10,841	12,107	12,107	1,266	1,266	6
34 Transportation equipment (except automobiles)- total	53	136,559	132,629	140,826	141,423	8,197	8,794	27
Stable or increasing	43	127,275	124,258	134,238	135,173	9,980	10,915	
Declining	10	9,284	8,371	6,588	6,250	-1,783	-2,121	
342 Aircraft and parts	20	11,088	10,939	14,828	15,698	3,889	4,759	5
Stable or increasing	17	10,027	10,042	14,013	14,898	3,971	4,856	
Declining	3	1,061	897	815	800	- 82	- 97	
343 Ship and boat bldg. & rep.- tot.	32	124,817	121,036	125,344	125,071	4,308	4,035	22
Stable or increasing	25	116,594	113,562	119,571	119,621	6,009	6,059	
Declining	7	8,223	7,474	5,773	5,450	-1,701	-2,024	
Other	1	654	654	654	654	-	-	
35 Nonferrous metals and products	16	8,421	7,836	9,015	9,015	1,179	1,179	28
36 Electrical machinery - total	69	50,914	50,017	54,537	55,220	4,520	5,203	264
Stable or increasing	67	48,425	47,939	52,580	53,263	4,641	5,324	
Declining	2	2,489	2,078	1,957	1,957	- 121	- 121	
37 Machinery (except electrical)-tot.	29	8,023	7,501	7,820	7,820	319	319	4
Stable or increasing	28	7,889	7,387	7,720	7,720	333	333	
Declining	1	134	114	100	100	-14	-14	

(concluded on next page)

TABLE 4. (concluded)

Industry	Number of firms	Employment: September 1944	Employment: November 1944	Employment: March 1945	Employment: May 1945	Net changes in employment from Nov. 1944 to: March 1945	Net changes in employment from Nov. 1944 to: May 1945	Part-time workers Nov. '44
39 Misc. mfg. industries - tot.	35	45,918	44,858	47,528	47,396	2,670	2,538	132
Stable or increasing	29	33,101	33,245	36,737	36 805	3,492	3,560	
Declining	6	12,817	11,613	10,791	10,591	- 822	-1,022	
391 Professional and scientific instruments, etc. - total	31	43,756	42,708	44,802	44,670	2,094	1,962	54
Stable or increasing	25	30,939	31,095	34,011	34,079	2,916	2,984	
Declining	6	12,817	11,613	10,791	10,591	- 822	-1,022	
Other	4	2,162	2,150	2,726	2,726	576	576	77
Other manufacturing - total	12	12,880	12,988	13,657	13,657	669	669	
Stable or increasing	11	12,022	12,144	13,053	13,053	909	909	
Declining	1	858	844	604	604	- 240	- 240	
NON-MANUFACTURING - total	19	83,037	79,681	82,632	82,954	2,951	3,273	157
Stable or increasing	17	57,958	54,924	58,104	58,521	3,180	3,597	
Declining	2	25,079	24,757	24,528	24,433	- 229	- 324	
Transportation, communication and other public utilities - total	6	44,372	43,810	44,707	45,018	897	1,208	-
Stable or increasing	5	20,461	20,141	21,077	21,418	936	1,277	
Declining	1	23,911	23,669	23,630	23,600	- 39	- 69	
Other non-manufacturing - total	13	38,665	35,871	37,925	37,936	2,054	2,065	157
Stable or increasing	12	37,497	34,783	37,027	37,103	2,244	2,320	
Declining	1	1,168	1,088	898	833	- 190	- 255	

SOURCE: ES-270 reports, November 1944.

TABLE 5. PAST AND ANTICIPATED EMPLOYMENT OF WOMEN IN SELECTED INDUSTRIES
NEW YORK CITY, SEPTEMBER 1944 TO MAY 1945

Industry	Number of firms	Employment			Women as per cent of total employment		
		September 1944	November 1944	May 1945	September 1944	November 1944	May 1945
TOTAL	291	114,919	112,938	123,097	29.6	29.8	30.4
MANUFACTURING	272	89,799	88,018	97,210	29.4	29.5	30.2
19 Ordnance and accessories	30	9,781	10,063	11,403	36.0	36.6	37.9
28 Chemicals and allied products	4	1,809	1,674	1,696	38.6	37.1	36.6
33 Iron and steel products	24	4,281	4,504	4,990	40.6	41.5	41.2
34 Transportation equipment (exc. autos)	53	13,338	13,151	14,493	9.8	9.9	10.2
342 Aircraft and parts	20	2,792	2,886	4,180	25.2	26.4	26.6
343 Ship and boat building and repairing	32	10,427	10,104	10,152	8.4	8.3	8.1
Other	1	119	161	161	18.2	24.6	24.6
35 Nonferrous metals and products	16	4,203	3,808	4,422	49.9	48.6	49.1
36 Electrical machinery	69	29,352	28,469	32,215	57.7	56.9	58.3
37 Machinery (except electrical)	29	2,043	1,865	1,832	25.5	24.9	23.4
39 Miscellaneous manufacturing industries	35	19,834	19,217	20,770	43.2	42.8	43.8
391 Professional and scientific instr. etc.	31	18,888	18,234	19,462	43.2	42.7	43.6
Other	4	946	983	1,308	43.8	45.7	48.0
Other manufacturing	12	5,158	5,267	5,389	40.0	40.6	39.5
NON-MANUFACTURING	19	25,120	24,920	25,887	30.3	31.3	31.2
Transportation, communication and other public utilities	6	14,078	13,820	14,560	31.7	31.5	32.3
Other non-manufacturing	13	11,042	11,100	11,327	28.6	30.9	29.9

SOURCE: ES-270 reports, November 1944.

TABLE 6. SUMMARY OF LABOR TURNOVER IN SELECTED INDUSTRIES
NEW YORK CITY, OCTOBER 1944

All Employees

Industry	Number of firms	Average employment October – November 1944	Accession rate Oct. 1944	Separation rate October 1944	
				Total	Quits
TOTAL	288	365,752	5.4	6.3	3.7
MANUFACTURING	269	285,340	6.2	6.9	4.3
19 Ordnance and accessories	29	25,141	7.0	6.2	4.5
28 Chemicals and allied products	4	4,529	2.6	3.2	2.5
33 Iron and steel products	24	10,883	8.9	9.6	7.2
34 Transportation equipment (exc. autos)	52	121,313	5.8	7.3	3.9
342 Aircraft and parts	20	10,989	7.6	9.2	3.9
343 Ship and boat building and repairing	31	109,666	5.6	7.1	3.8
Other	1	658	5.6	6.7	3.8
35 Nonferrous metals and products	15	7,830	6.6	7.8	5.9
36 Electrical machinery	69	49,913	8.4	7.8	5.2
37 Machinery (except electrical)	29	7,651	3.6	4.7	2.5
39 Miscellaneous manufacturing industries	35	45,095	3.6	4.4	2.7
391 Professional and scientific instruments, etc.	31	42,940	3.6	4.3	2.5
Other	4	2,155	5.5	6.1	5.7
Other manufacturing	12	12,985	8.9	8.8	7.9
NON-MANUFACTURING	19	80,412	2.8	4.3	1.8
Transportation, communication and other public utilities	6	44,045	1.5	2.1	1.3
Other non-manufacturing	13	36,367	4.3	7.1	2.5

SOURCE: ES-270 reports, November 1944.

LABOR MARKET DEVELOPMENTS REPORT

NASSAU AND SUFFOLK COUNTIES

PART III. NASSAU AND SUFFOLK COUNTIES

Section A. General Summary

The labor supply situation continues to be tight in Nassau and Suffolk Counties. While firms have decreased somewhat their estimates of future employment demands as compared to forecasts made two months ago, both their over-all and specific needs are high in relation to the immediately available supply. The demand for workers is concentrated in aircraft, professional and scientific instruments and machine shop firms. The most critical shortages exist in the skilled machine shop and tool room occupations. Hiring of unskilled and semi-skilled workers, for whom the demand is greatest, is being held back until personnel in the higher skilled categories is obtained. The Priority Referral Program has been only partially successful in channeling workers into places where they are needed most.

Temporarily unemployed construction and needle trade workers largely make up the immediate available labor supply. Many of these persons are reluctant to accept war work because they do not want to lose seniority in their old jobs. It is also suspected that workers have been taking jobs in less essential industries; a number have also been reported to be seeking jobs nearer their homes in New York City. The potential local labor supply consists of housewives, youths and returning veterans. The extent to which these workers might become available depends upon such varied factors as Selective Service withdrawals, attractiveness of job, ability to work, patriotism, etc. Local offices are centering their attentions on staffing Must-Behind and Highest Urgency firms; as a result, more and more firms want to get top #1 priorities.

Section B. Employment Trends

Some 59,500 persons were employed in 21 leading manufacturing firms in November, a gain of 1,000 over September 1944. During the next six months, an over-all increase of some 3,000 workers is expected.[1] Gains will be concentrated in aircraft, professional and scientific instruments and machine shop firms.

Peak war employment in the area appears to have been reached in January 1944 when some 68,000 workers were employed in the 21 leading manufacturing firms.

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[1]Since these estimates were made, the Ranger Aircraft Company has reduced its future needs by 1,000, while Sperry Gyroscope, Lake Success, has increased its forecast by 750. Upward revisions are also expected at Grumman and Republic when their new contracts are received. In addition, over-all employment needs for the area may be higher than indicated because of the prolongation of the European war and the need for more replacements because of increased Selective Service withdrawals.

Selective Service withdrawals, for whom no replacements were made, were largely responsible for the employment declines since then. Production since January 1944 has been maintained by the increased efficiency of workers and streamlining of operations, i.e., the substitution of machine for hand work on many processes. Most firm representatives, however, are of the opinion that if production is to be maintained and possibly increased during the coming months, several thousand additional workers, beyond those indicated above, will be needed.

Section C. Manpower Programs and Problems

1. The staffing of highest urgency and priority firms

During October and November USES placement efforts were concentrated on the three firms on the Highest Urgency list - Sperry Gyroscope (Lake Success), Ranger Aircraft, and R.E.F. Aircraft Corporation. Placement results varied with each of the firms. Listing on Highest Urgency as such is no guarantee that a firm's employment needs will be met. Wages, working conditions, transportation difficulties and a firm's standing in the community continue to govern job acceptances by workers. These reasons in the main were responsible for a better placement job at Sperry Gyroscope than in the other firms.

On the other hand, in an area such as Nassau and Suffolk Counties, where the labor supply is tight and similar types of workers are needed by most firms, the directing of workers by the USES to specified firms tends in part to channel workers away from those firms not on the Highest Urgency list, causing the latter group to request a similar designation. Many small machine shops in the area which subcontract for the larger firms and may be short of only a few key workers complain that they are rarely given consideration for a high priority rating. Yet, if these concerns are not able to staff their plants, the principal contractors may suffer in the long run.

During the month of November a total of 1,421 local Priority openings, excluding cancellations, were on order at USES offices in the area, of which only 40 per cent could be filled.[1] Unattractive wage rates and working conditions on these jobs relative to others in the area deterred those workers who were available from accepting jobs in Priority firms. Although no exact data are available, it is known that a considerable number of workers were hired directly at the gates.

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[1] Over-all non-agricultural placements by the local offices of the U.S. Employment Service during October and November amounted to some 3,175, a decline of 5 per cent from the previous two-month period. Approximately 53 per cent of these placements were made in essential or locally-needed establishments and 16 per cent for specific priority openings.

2. Labor turnover and stabilization

Separations in war industries between August and October declined considerably. This was due largely to the desire of workers to continue working until Christmas bonuses are distributed by the major war plants. Some 18 per cent fewer persons were separated from their jobs in the 25 leading establishments in October than in August (approximately 2,150 persons were separated in October, compared to 2,640 in August). The reduction in quits during this period was even more noticeable, 30 per cent. Moreover, while quits represented 73 per cent of all separations in August they constituted 62 per cent of all separations in October. Similarly, the manufacturing quit rate in the area declined from 3.1 per cent in August to 2.2 per cent in October. The quit rate for women continued to be higher than for men in most of the industries. Firms are anticipating an increased turnover after the holidays and are making every effort to keep this to a minimum by appealing to workers' patriotism, etc.

More stabilized employment conditions during this period are also reflected in the reductions in requests for statements of availability. Some 23 per cent fewer eligibility determinations regarding releases were made by the local offices in October - November than during the previous two-month period. Moreover, approximately 15 per cent of the workers applying for statements of availability from essential industry were denied releases in October and November, as against some 12 per cent in August and September.

3. Recruitment and training

Most of the larger plants have been doing considerable newspaper advertising and are using billboards, subway cards, hand circulars and radio advertising in the hope of recruiting workers. Results thus far have been unsuccessful.

The Rockville Centre Office is now making a survey of all plants within its jurisdiction, both essential and less essential. In addition to ascertaining labor needs of these plants employers are being asked to refer to the USES all persons who applied directly to them for jobs if they themselves had no suitable openings.

Training schools in the area are devoting almost all their activities to supplementary courses. A great number of the persons are reported to be taking these courses only in order to seek additional skills for use during the post-war period.

Section D. Manpower Utilization

Approximately 1,000 women were added to plant staffs between September and November - a larger number than during any two-month period within the past year. Increases occurred mainly in professional and scientific instruments firms. The ratio of women to over-all employment was 33.7 in November 1944, the highest since the war effort began. By May 1945, this ratio is expected to rise to 34.2 per cent.

Some difficulty is being encountered in placing wives of servicemen who are stationed at Camp Upton; employers consider them a bad employment risk because of their temporary status in the community.

Although over-all employment increased between September and November 1944 the number of part-time workers continued to decline. Only 104 such employees were engaged by the leading manufacturing firms in November.

Non-white persons constituted 3.6 per cent of manufacturing employment in November 1944 as against 2.9 per cent a year ago. The greatest proportion of non-white employees was working in foundries.

No major change in the employment of younger persons is reported. The most numerous opportunities for boys are as riveters and assemblers in aircraft plants. Girls are more frequently placed in office jobs since the large war plants are not hiring them under 18 years of age. Many young persons were placed on part-time jobs during the Christmas rush.

During October - November 1944 some 220 World War II Veterans applied for work (excluding hospital applications) at USES offices, and of these 53 per cent were placed. The new directive exempting veterans from provisions of the Stabilization Program appears thus far not to have resulted in any increased tendency on their part to move around from job to job, except among the youngest group. Inquiries from veterans other than for placement have been concerned primarily with readjustment allowances, pension rights, educational opportunities and financial aid.

Section E. Community Problems

Recruitment of workers for the Mason General Hospital at Brentwood, Long Island has been extremely handicapped by the absence of regular transportation facilities to and from the institution. Hospital officials are endeavoring to meet this problem by establishing car pools and by arranging for bus transportation from points in the locality which connect with railroads and other buses. The lack of sufficient housing near the hospital has also hindered recruitment.

In the previous Labor Market Developments Report, it was reported that new public bus facilities were instituted between Bronx and Lake Success, Long Island at the request of Sperry Gyroscope Inc. It now appears that this request was denied by the Office of Defense Transportation because Sperry officials could not guarantee a specified number of workers who would avail themselves of these facilities.

Section F. Developments and Problems in Selected Industries

1. Aircraft and parts

Over-all employment increased by some 600 between September and November in the 9 leading aircraft firms. During the next six months, a gain of at least 3,000 is expected in these plants. Except for Republic Aviation, none of the larger aircraft firms are now producing for the European theatre of operations. The unexpected prolongation of the German war, however, may bring about a renewal of contracts previously "run out" which should increase labor needs beyond those indicated during the next six months.

Ranger Aircraft is still on the Highest Urgency list, although it recently reduced its hiring estimated by about 1,000 as a result of a contract cancellation. The firm is expecially short of draftsmen, machinists and mechanical engineers. As of December 15, there were still some 66 unfilled orders for the firm on "Must" items. The company specifications and wage scales continue to hinder recruitment. Other deterrents are the 48-hour work week making for a relatively smaller take-home pay and the fact that shift quitting time does not always correspond to train schedules. Pooled interviews at the USES local offices for the firm have been none too successful.

Republic Aviation has increased its work-week to 58 hours as a result of an increased work load. The firm is now doing more of the operations formerly given to sub-contractors.

2. Professional and scientific instruments

Attention continues to be focused on staffing the Lake Success plant of Sperry Gyroscope Corp., notwithstanding a temporary revision in the date of the firm's employment peak. The company had expected to move the Marine Division of its Brooklyn plant to Lake Success during the early months of 1945, but at the request of the Navy, production of marine items will be continued in Brooklyn for an indefinite period. Ultimate plans for moving this section of the plant have not been changed, however. The firm has been on the Highest Urgency list since September 8, when some 300 openings were on order. Although workers are continually being referred to the plant, new openings simultaneously develop so that some 245 openings were still on order for the week ending December 15. The greatest needs are for tool designers, boring mill operators, tool inspectors and foundry workers; the company is unable to hire any large number of unskilled workers until the additional skilled personnel are secured. Placements by the USES, although more numerous in this plant (due to relatively better wage scales and working conditions there), are still far short of needs.

During the past two months the Garden City plant of Sperry Gyroscope received cancellations of two contracts in its Electronics Division, which affected approximately 250 people. More than half of those involved were either referred to other parts of the plant or to the company's Lake Success branch.

Most of the others either found jobs on their own or were placed elsewhere by the USES.

3. Ship and boatbuilding

Shipyard employment continued to decline. Some 1,040 persons were employed in the three shipyards in November compared to 1,135 in September. During the next six months employment will remain relatively stationary at two of the firms but will decline by 340 at the Greenport Basin and Construction Company, the largest shipyard in the area. This firm recently completed work on minesweepers and is experimenting at present with the construction of trailer truck bodies. The Thomas Knutson Shipbuilding Corp. expects to revert to civilian production after the completion of its present contracts in January.

4. Other industries

Shortages of foundry workers continue to curtail production at the Columbian Bronze Corporation, a Priority firm. Upon recommendation of the WMC Area Utilization Unit, the firm is now using more part-time workers and beginning to install modern equipment in the foundries. When the new machinery is completely in operation it is expected that the company's manning needs will be considerably reduced. The firm's foundry incentive plan which had recently been disapproved by the War Labor Board is again being reconsidered by that agency.

The Airborne Instruments Company which had expected to cease all work by March 1945 may continue to operate for an indefinite period, at the request of the Army and Navy.

Camp Upton is being converted to a convalescent hospital base and it is expected that civilian employment there will increase by at least 100 between November 1944 and March 1945. Most in demand will be nurses' aides, mess attendants and other service workers.

The situation at the Mason General Hospital is somewhat more acute. Here some 250 additional workers will be needed by spring. Recruitment for this institution has been difficult because of already mentioned transportation and housing difficulties and its proximity to the high wage plants in the Bethpage-Farmingdale Area. Army officials are giving serious consideration to recruiting workers from New York City notwithstanding past failures of other firms. This hospital is now the largest institution for the treatment of nervous and mental disorders of servicemen in the country.

5. Agriculture

All labor supply centers housing Jamaicans (British West Indies) workers have been closed. These workers have been moved out to other areas to industrial jobs. A sizeable number were sent to Elmira, New York, and others to pulp wood firms in Maine.

TABLE 7. PAST AND ANTICIPATED EMPLOYMENT TRENDS IN ES-270 FIRMS IN SELECTED INDUSTRIES
NASSAU AND SUFFOLK COUNTIES, SEPTEMBER 1944 TO MAY 1945

Industry	Number of firms	Employment				Net changes in employment from Nov. 1944 to:		Part-time workers Nov. '44
		September 1944	November 1944	March 1945	May 1945	March 1945	May 1945	
TOTAL	26	61,288	62,219	64,858	65,350	2,639	3,131	119
Stable or increasing	20	55,726	57,020	60,248	60,840	3,228	3,820	
Declining	6	5,562	5,199	4,610	4,510	- 589	- 689	
MANUFACTURING	21	58,537	59,503	61,931	62,423	2,428	2,920	104
Stable or increasing	15	52,975	54,304	57,321	57,913	3,017	3,609	
Declining	6	5,562	5,199	4,610	4,510	- 589	- 689	
28 Chemicals and allied products - total	2	1,145	1,142	1,106	1,106	- 36	- 36	18
Stable or increasing	1	698	682	706	706	24	24	
Declining	1	447	460	400	400	- 60	- 60	
342 Aircraft and parts - total	9	40,424	41,004	43,745	44,537	2,741	3,533	68
Stable or increasing	7	39,816	40,432	43,210	44,002	2,778	3,570	
Declining	2	608	572	535	535	- 37	- 37	
343 Ship and boat building - total	3	1,135	1,041	701	701	- 340	- 340	-
Stable or increasing	2	414	397	401	401	4	4	
Declining	1	721	644	300	300	- 344	- 344	
35 Nonferrous metals and products	2	1,041	1,034	1,179	1,179	145	145	18
391 Professional and scientific instr. etc.	2	13,773	14,324	14,200	13,900	- 124	- 424	
Other manufacturing	3	1,019	958	1,000	1,000	42	42	-
Stable or increasing	2	610	556	625	625	69	69	
Declining	1	409	402	375	375	- 27	- 27	
NON-MANUFACTURING	5	2,751	2,716	2,927	2,927	211	211	15
Transportation and other public util.	3	2,061	2,023	2,197	2,197	174	174	15
Other non-manufacturing	2	690	693	730	730	- 37	- 37	-

SOURCE: ES-270 reports, November 1944.

TABLE 8. PAST AND ANTICIPATED EMPLOYMENT OF WOMEN IN SELECTED INDUSTRIES NASSAU AND SUFFOLK COUNTIES, SEPTEMBER 1944 TO MAY 1945

Industry	Number of firms	Employment			Women as per cent of total employment		
		September 1944	November 1944	May 1945	September 1944	November 1944	May 1945
TOTAL	26	19,934	20,922	22,235	32.5	33.6	34.0
MANUFACTURING	21	19,074	20,070	21,338	32.6	33.7	34.2
28 Chemicals and allied products	2	459	507	551	40.1	44.4	49.8
342 Aircraft and parts	9	11,539	12,162	13,580	28.5	29.7	30.5
343 Ship and boat building	3	66	54	49	5.8	5.2	7.0
35 Nonferrous metals and products	2	414	410	410	39.8	39.7	34.8
391 Professional and scientific instr. etc.	2	6,231	6,580	6,370	45.2	45.9	45.8
Other manufacturing	3	365	357	378	35.8	37.3	37.8
NON-MANUFACTURING	5	860	852	897	31.3	31.4	30.6
Transportation and other public util.	3	647	637	682	31.4	31.5	31.0
Other non-manufacturing	2	213	215	215	30.9	31.0	29.5

SOURCE: ES-270 reports, November 1944.

TABLE 9. SUMMARY OF LABOR TURNOVER IN SELECTED INDUSTRIES
NASSAU AND SUFFOLK COUNTIES, OCTOBER 1944

All Employees

Industry	Number of firms	Average employment October - November 1944	Accession rate Oct. 1944	Separation rate October 1944	
				Total	Quits
TOTAL	25	61,460	4.3	3.5	2.2
MANUFACTURING	21	59,224	4.4	3.6	2.2
28 Chemicals and allied products	2	1,163	4.3	8.4	4.6
342 Aircraft and parts	9	40,610	4.3	2.4	1.5
343 Ship and boat building	3	1,053	2.5	5.0	4.0
35 Nonferrous metals and products	2	1,029	9.4	8.1	5.0
391 Professional and scientific instruments	2	14,387	4.5	6.0	3.6
Other manufacturing	3	982	2.1	4.6	2.0
NON-MANUFACTURING	4	2,236	2.1	2.1	1.6
Transportation and other public utilities	3	2,022	1.9	1.9	1.3
Other non-manufacturing	1	214	3.7	4.7	3.7

SOURCE: ES-270 reports, November 1944.

TABLE 10. RATIO OF NUMBER OF NON-WHITE PERSONS EMPLOYED TO TOTAL EMPLOYMENT IN SELECTED INDUSTRIES NASSAU AND SUFFOLK COUNTIES, NOVEMBER 1943 TO NOVEMBER 1944

Industry	Number of firms	Employment of non-whites		Non-whites as per cent of total employment	
		Nov. 1943	Nov. 1944	Nov. 1943	Nov. 1944
TOTAL	22	2,021	2,226	3.0	3.7
MANUFACTURING	18	1,935	2,089	2.9	3.6
28 Chemicals and allied products	1	31	32	4.1	4.7
342 Aircraft and parts	8	1,530	1,372	3.1	3.4
343 Ship and boatbuilding	2	2	1	0.4	0.3
35 Nonferrous metals and products	2	48	57	5.5	5.5
391 Professional and scientific instruments, etc.	2	319	619	2.4	4.3
Other manufacturing	3	5	8	0.6	0.8
NON-MANUFACTURING	4	86	137	3.9	6.1
Transportation, communication and other public utilities	3	18	18	0.9	0.9
Other non-manufacturing	1	68	119	38.9	55.9

SOURCE: ES-270 reports, November 1944.

LABOR MARKET DEVELOPMENTS REPORT

WESTCHESTER COUNTY

PART IV. WESTCHESTER COUNTY

Section A. General Summary

Because of somewhat conflicting tendencies, no clear-cut employment pattern can be discerned in Westchester County. While some firms in the area were affected by contract cancellations and cutbacks in October and November, others have been given new and additional awards. For example, in one instance a large-scale layoff occurred in a firm making similar items as those being made by another firm whose employment is being expanded. These contradictory trends are reported to have created considerable anxiety among employees in the area, causing many of of them to look for jobs with "post-war security". Renewed emphasis in recent weeks on increased war production as well as the resurgence of Selective Service pressures and the recent military setbacks in Europe may counteract this movement.

Available data indicate a slight tapering off in the rate of demand by leading war firms in the next six months. Considerable hiring for replacement purposes is planned by most firms, however, and as a result, local offices foresee continued difficulty in filling Priority and essential openings. The available supply of workers consists, in the main, of over-age men and women, persons with specialized skills who cannot easily be placed, and persons recently laid off in war firms. The potential supply consists of housewives, returning veterans and youths. If these workers become available in sizeable numbers, the labor demand in the area will be met. However, to attract new workers it will be necessary to increase beginning wages, equalize rates for entry jobs among firms, improve transportation facilities, and institute child-care facilities, particularly in the Peekskill area.

Section B. Employment Trends

Some 37,700 persons were employed in 30 leading manufacturing firms in November, a decline of approximately 600 from September. During the next six months an over-all increase of some 1200 is expected.[1] Gains are expected in all industry groups, with the possible exception of aircraft.

Peak war employment in the area appears to have been reached in March 1944 when some 39,300 workers were employed in the 30 major manufacturing firms. Declines since then have occurred as a result of non-replacement of persons withdrawn into the armed forces rather than by direct layoffs. Labor saving devices and increased employee efficiency have enabled firms to maintain production since March 1944 without increased staffs. Even though peak employment has been reached

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[1] Employment needs are expected to be higher than indicated because of the increased demand for war materiel due to the prolongation of the European war. In addition the recent augmentation of Selective Service quotas should increase the need for replacements.

in the area, there are many firms which have not yet reached peak, and which will do considerable hiring beyond their mere replacement needs.

Section C. Manpower Programs

1. Staffing of Highest Urgency and Priority firms

The only firm on the Highest Urgency list during October and November was the New York and Connecticut Instrument Company, Mamaroneck, New York. This establishment, engaged in manufacturing secret instruments for the Navy, employs only eight workers; its production has been hampered by the shortage of a few lathe hands. Aside from the general shortage of lathe workers, the USES has not been able to fill the firm's needs because of their relatively low wage rates. The company has been on a Highest Urgency list since September 22, but throughout this time the USES has been able to place only two workers. Officials of the concern maintain that War Labor Board regulations prevent them from paying higher rates.

During November a total of 284 local Priority openings, excluding cancellations, were on order at USES offices, of which only 36 per cent could be filled.[1]

The majority of the firms on the Priority list are small concerns. Some resentment has at times been expressed by the larger firms because of the concentration by the USES on filling orders for the smaller firms, since in volume the needs of the bigger firms are so much greater than those of the run-of-the-mill firms on Priority. However, these small firms are the ones which have had production bottlenecks due to manpower shortages. Relatively low wage rates and inferior working conditions continue to deter workers from accepting jobs there regardless of the pressure brought to bear by the USES.

2. Labor turnover and stabilization

As a result of a marked decline in quits among women and fewer direct layoffs, over-all separations in war industries decreased measurably between August and October. Some 28 per cent fewer persons were separated from their jobs in 30 leading establishments in October than in August. (Approximately 1,442 were separated in October compared to 2,009 in August.) While the manufacturing quit-rate declined from 3.2 per cent in August to 2.8 per cent in October, the quit-rate for women during these periods decreased from 4.7 to 3.7 per cent. Layoffs in the 30 firms in October amounted to only 180 as against approximately 450 in August.

The relative stabilization in employment conditions is also reflected in the diminution in requests for statements of availability. Approximately 18 per cent fewer eligibility determinations were made by the local offices in October

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[1] Over-all non-agricultural placements by the local offices of the USES during October and November amounted to some 3,500, an increase of 21 per cent over the previous two-month period. Approximately 74 per cent of these placements were made in essential or locally needed establishments and 6 per cent were for specific Priority openings.

and November than during the previous two-month period. Some 24 per cent of the workers applying for statements of availability from essential industries were denied releases in October and November.

3. Recruitment and training

Two of the local offices experimented with call-in cards as a recruitment device but experienced very poor results. Approximately 6,000 letters were sent out by the Yonkers office to applicants who had been in the files since April 1, 1943. Less than one per cent responded and the majority of those who did were already employed in essential industry.

A special recruitment campaign was conducted by the Yonkers office for a period of two days for the War Shipping Administration, with the result that 19 persons were placed in the Merchant Marine.

Educational authorities in various Westchester communities are planning vocational training courses for returning veterans. This may be extended to include the normal vocational training program. A movement is under way to establish (possibly in Yonkers) a technical institute for the industrial training of young veterans who have completed high school. A two-year course is being proposed, at the end of which those who have satisfactorily completed the work will be eligible for supervisory and foremanship jobs in industrial plants. The program is being sponsored by the State Education Department.

Section D. Manpower Utilization

Approximately 650 fewer women were employed in the leading manufacturing firms in November than in September. Declines were especially marked in aircraft and textile-mill product firms. The ratio of women to over-all employment in November was 38.3 per cent.

Only 217 workers were engaged on part-time work by the major war firms in November. Part-time employment has not worked out too well because of the difficulties of fitting such workers in with the regular shifts.

The ratio of non-whites to over-all employment in manufacturing industries remained about the same between September and November - 4.9 per cent. The greatest proportion of these workers were employed in non-electrical, apparel and chemical firms; the lowest in the aircraft industry.

Firms in the Yonkers and White Plains area appear to offer the greatest number and variety of opportunities for younger workers. All offices are experiencing some difficulty in placing persons under 18 years of age. Jobs most difficult to fill, regardless of rates paid, are those in laundries, cafeterias, hospital kitchens and ward and soda fountains. Applicants hard to place are those demanding a five-day week.

During October and November approximately 296 World War II veterans applied for work at USES offices, and approximately 95 per cent were placed. A greater number than heretofore are reported to be men with actual combat experience. Veterans are reported to be getting more complete information than in previous months prior to discharge regarding the services that are available to them

and where they should go for their particular needs. There has also been an increase in requests for out-of-area labor market information particularly with regard to California and Connecticut. More thought is being given by employers in the area to using disabled veterans. Alexander Smith and Sons, Inc. has already made a job survey designed to analyze the physical demands requirements of specific jobs and the Refined Syrups and Sugar Company expects to follow suit. Most of the offices report a tightening up in their determinations on "suitability of employment" for veterans in connection with Unemployment Insurance claims.

A special exhibit describing the services offered by the USES to veterans was sponsored by the White Plains office at the Westchester County Antique Fair. About 2,000 booklets explaining veterans' rights were distributed, and the response was very favorable.

Section E. Community Problems

The absence of child care facilities in the Peekskill area has been responsible for numerous quits among women workers. Working mothers have found it increasingly difficult to obtain persons to care for children who are under school age. A number have had to give up their jobs in essential industry because the starting time on their jobs was an hour or two earlier than school hours and they had no place to leave their children in the interim.

A bus depot near the New York Central Railroad station in Yonkers is being planned so as to improve transportation facilities. The recent merger of bus companies in this area has thus far not improved transportation to any great extent.

A number of workers in the Peekskill area are reported to have had to quit their jobs because of inability to obtain tires, gas, and riders. Firms in the Peekskill area have done very little to arrange car pools. Workers in most instances have to make their own driving arrangements, and in most instances this has proven difficult.

Housing vacancies in Westchester are largely in the sub-standard categories; apartments of the better kind are difficult to find.

Section F. Developments and Problems in Selected Industries

1. Electrical machinery

A layoff of some 725 workers at the Habirshaw Wire and Cable Corp. as a result of a cutback ordered by the Navy highlighted labor market developments in the electrical machinery industry during the past two months. Most of the dismissed workers were routed through the Yonkers USES office; 369 out of 551 workers who reported to the local office were referred to Priority and other essential jobs. Although this layoff was not entirely unexpected, it has caused considerable puzzlement among both labor and industry, since the firm is engaged in producing items which are on the 'Highest Urgency list. The situation has been further confused by the recent award of new contracts for field and assault

wire cable to the Anaconda Wire and Cable Company, which is engaged on the production of similar items as the Habirshaw Corp.

Contract uncertainties as well as production bottlenecks have caused staff reductions at the North American Phillips Company. The firm's radio tube department has been working much below capacity in the last two months, although this item was until recently included on the Highest Urgency list. The establishment was unwilling to accept any additional tube contracts similar to those it now has because of the alleged high spoilage of materials used in production. The concern is trying to secure new contracts which will enable it to produce a simpler type of tube. If this contract is awarded, some 125 to 150 unskilled assemblers will be hired.

Production has been lagging recently at the Ward Leonard Electric Company as a result of the lack of materials and changes in product specifications. Future hires of the firm are expected to be only for replacements.

The Anaconda Wire and Cable Company has discontinued its employment office in the Bronx because the number of workers it was able to recruit at that location was not sufficient to warrant its operation. The firm is continuing bus service for those workers it had previously recruited from that area, however.

2. Ship and boatbuilding and repairing

As a result of increased hiring at the Arthur G. Blair Shipyard, over-all employment in this industry increased by some 450 between September and November. During the next six months an additional increase of at least 550 is expected, most of which will occur at the latter yard. Because of lack of space and equipment, this firm recently refused a four and one-half million dollar repair contract. Nevertheless, its present awards are expected to keep operations at full capacity well into 1945.

The J. K. Welding Company plans to undertake an intensive advertising campaign, both locally and out-of-town, in order to recruit workers for their expected increase in employment. About 50 per cent of their current personnel is involved in the production of floating cranes which are used in reconstructing harbor facilities.

Employment at the Milton Boat Yards (William Edgar John and Associates) is down to 71 compared to more than 600 a year ago. Present activity consists of storing private boats and doing general repairs on marine engines and small crafts. This company expects to continue these types of work during the winter months.

3. Aircraft and parts

Although employment increased somewhat between September and November at Eastern Aircraft, a downward trend appears evident for the coming months. This forecast might be reversed, however, now that the armed services have revised upward their needs for fighter plane production due to the unexpected prolongation of the European war. The firm now employs approximately 500 World War II veterans, representing close to six per cent of total employment.

4. Apparel and textile-mill products

Employment declined slightly during the past two months in the five major apprel and textile firms in the area, where approximately 6,000 persons were working in November. Little change is expected in these firms during the next six months.

Additional contracts for duck products have been awarded to Alexander Smith and Sons Inc. which should insure full production schedules for at least three months. Because of some delay by the procurement agencies, these contracts were not renewed until the very last moment, causing considerable anxiety among both management and labor.

Both the Cameo Curtain Company and the International Flouncing Company are still considered less essential establishments under present WMC definitions, although both firms are heavily engaged in manufacturing sleeping bag cases - an important war item. High turnover is affecting production in both firms, but their less essential status prevents the USES from making many referrals to them.

Knitting mills in the area also present referral problems because of the frequent changes in their "essential" status as a result of intermittent terminations and renewals of Army glove contracts. Production during the interim in these firms is almost entirely devoted to less essential items.

5. Other industries

A re-scheduling of contracts which will necessitate an increase in production on certain "Must" items has resulted in an upward revision of future labor needs at the Otis Elevator Company. Although the firm's demands are largely for skilled male machine operators, they will accept unskilled men or women for training in most jobs. The establishment's No.1 Priority rating was removed early in October.

Considerable difficulty is being experienced in filling openings in chemical firms because of working conditions in such plants. The Zinsser Company which has a No. 2 Priority is further handicapped by unfavorable wage rates. The Stauffer Company, Pyridium Company, and Arlington Company are meeting production schedules through over-time.

Except for building repairs and alterations, there continues to be a minimum of construction work in the area. It is estimated that only about ten per cent of the workers in the industry are presently employed in their own trades; most of them have transferred to war jobs, largely in shipyards.

TABLE 11. PAST AND ANTICIPATED EMPLOYMENT TRENDS IN ES-270 FIRMS IN SELECTED INDUSTRIES
WESTCHESTER COUNTY, SEPTEMBER 1944 TO MAY 1945

Industry	Number of firms	Employment				Net changes in employment from Nov. 1944 to		Part-time workers Nov. '44
		September 1944	November 1944	March 1945	May 1945	March 1945	May 1945	
TOTAL	31	40,277	39,641	40,917	40,838	1,276	1,197	217
Stable or increasing	30	30,501	30,600	32,084	32,014	1,484	1,414	
Declining	1	9,776	9,041	8,833	8,824	- 208	- 217	
MANUFACTURING	30	38,293	37,672	38,952	38,873	1,280	1,201	217
Stable or increasing	29	28,517	28,631	30,119	30,049	1,488	1,418	
Declining	1	9,776	9,041	8,833	8,824	- 208	- 217	
20 Food and food products	4	2,179	2,255	2,328	2,328	73	73	6
22 Textile-mill products	2	5,037	4,963	5,050	5,050	87	87	12
23 Apparel and related products	3	1,061	1,001	1,076	1,076	75	75	46
28 Chemicals and allied products	2	880	845	886	866	41	21	21
33 Iron and steel products	1	848	825	900	850	75	25	-
342 Aircraft and parts	2	9,776	9,041	8,833	8,824	- 208	- 217	-
343 Ship and boat building & repairing	2	1,721	2,170	2,720	2,720	550	550	-
36 Electrical machinery	6	11,779	11,430	11,590	11,590	160	160	46
37 Machinery (except electrical)	2	2,503	2,606	2,854	2,854	248	248	3
39 Miscellaneous manufacturing industries	4	1,778	1,785	1,930	1,930	145	145	83
Other manufacturing	2	731	751	785	785	34	34	-
NON-MANUFACTURING	1	1,984	1,969	1,965	1,965	-4	-4	-

SOURCE: ES-270 reports, November 1944.

TABLE 12. PAST AND ANTICIPATED EMPLOYMENT OF WOMEN IN SELECTED INDUSTRIES
WESTCHESTER COUNTY, SEPTEMBER 1944 TO MAY 1945

Industry	Number of firms	Employment			Women as per cent of total employment		
		September 1944	November 1944	May 1945	September 1944	November 1944	May 1945
TOTAL	31	15,373	14,717	15,177	38.2	37.1	37.2
MANUFACTURING	30	15,098	14,441	14,907	39.4	38.3	38.3
20 Food and food products	4	660	701	734	30.3	31.1	31.5
22 Textile-mill products	2	2,037	1,864	2,037	40.4	37.6	40.3
23 Apparel and related products	3	905	854	941	85.3	85.3	87.5
28 Chemicals and allied products	2	395	374	368	44.9	44.3	42.5
33 Iron and steel products	1	189	170	150	22.3	20.6	17.6
342 Aircraft and parts	2	3,462	3,101	3,080	35.4	34.3	34.9
343 Ship and boat building and repairing	2	63	62	62	3.7	2.9	2.3
36 Electrical machinery	6	5,719	5,596	5,687	48.6	49.0	49.1
37 Machinery (except electrical)	2	470	507	563	18.8	19.5	19.7
39 Miscellaneous manufacturing industries	4	1,090	1,093	1,160	61.3	61.2	60.1
Other manufacturing	2	108	119	125	14.8	15.8	15.9
NON-MANUFACTURING	1	275	276	270	13.9	14.0	13.7

SOURCE: ES-270 reports, November 1944.

TABLE 13. SUMMARY OF LABOR TURNOVER IN SELECTED INDUSTRIES
WESTCHESTER COUNTY, OCTOBER 1944

All Employees

Industry	Number of firms	Average employment Oct. - Nov. 1944	Accession rate Oct. 1944	Separation rate October 1944	
				Total	Quits
TOTAL	30	38,357	2.5	3.8	2.6
MANUFACTURING	29	36,386	2.6	3.9	2.8
20 Food and food products	4	2,209	7.4	7.5	4.4
22 Textile-mill products	2	4,971	1.7	1.9	1.6
23 Apparel and related products	3	1,012	7.2	9.0	5.6
28 Chemicals and allied products	2	846	2.7	6.0	5.2
33 Iron and steel products	1	830	-	1.1	0.8
342 Aircraft and parts	2	9,232	0.2	3.3	2.6
343 Ship and boat building and repairing	1	663	3.6	7.4	3.5
36 Electrical machinery	6	11,484	3.1	4.0	3.0
37 Machinery (except electrical)	2	2,593	3.9	2.9	1.6
39 Miscellaneous mfg. industries	4	1,789	2.1	2.8	2.2
Other manufacturing	2	757	9.4	10.7	4.1
NON-MANUFACTURING	1	1,971	0.4	0.6	0.2

SOURCE: ES-270 reports, November 1944.

TABLE 14. RATIO OF NUMBER OF NON-WHITE PERSONS EMPLOYED TO TOTAL EMPLOYMENT IN SELECTED INDUSTRIES WESTCHESTER COUNTY, NOVEMBER 1943 TO NOVEMBER 1944

Industry	Number of firms	Employment of non-whites		Non-whites as per cent of total employment	
		Nov. 1943	Nov. 1944	Nov. 1943	Nov. 1944
TOTAL	23	876	884	4.5	4.6
MANUFACTURING	22	836	844	4.8	4.9
20 Food and food products	3	41	42	2.3	2.4
22 Textile-mill products	2	68	100	1.3	2.0
23 Apparel and related products	3	73	65	6.3	6.5
28 Chemicals and allied products	2	56	47	7.1	5.6
33 Iron and steel products	-	-	-	-	-
342 Aircraft and parts	1	2	2	0.9	0.9
343 Ship and boatbuilding and rep.	-	-	-	-	-
36 Electrical machinery	3	134	127	3.8	4.0
37 Machinery (except electrical)	2	147	171	6.2	6.6
39 Miscellaneous mfg. industries	4	292	255	17.1	14.3
Other manufacturing	2	23	35	3.2	4.7
NON-MANUFACTURING	1	40	40	1.9	2.0

SOURCE: ES-270 reports, November 1944.

Region File II

COPY NUMBER 23

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Office for Emergency Management
WAR MANPOWER COMMISSION

L A B O R M A R K E T D E V E L O P M E N T S R E P O R T

NEW YORK METROPOLITAN REGION
(New York City, Nassau, Suffolk, Westchester, Rockland Counties)

August - September 1944

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Rockland County has been included in this report because it is now part of the New York City War Manpower Commission Area. However, it is not considered part of the New York Metropolitan Labor Market Region. There has been no change from the point of view of labor market analysis in the definition of the New York Metropolitan Region, which still comprises the five boroughs of New York City, Nassau, Suffolk and Westchester Counties.

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LABOR MARKET DEVELOPMENTS REPORT
AUGUST - SEPTEMBER 1944

PART I. NEW YORK METROPOLITAN REGION SUMMARY

Employment in the metals and machinery manufacturing group (the primary war industries) showed a two per cent drop between August and September within New York City; the decline in war plants has been continuous since November 1943. Total manufacturing employment, however, went up one-half of one per cent from the August level due to a sizeable seasonal upswing in apparel factories. Employment in construction went down 2.7 per cent, wholesale trade also went down one-half of one per cent, while retail trade showed a large seasonal spurt of 7.1 per cent.

The major war firms are still predicting expansions in personnel and forecast an increase of 27,911 in the New York City Area between September 1944 and March 1945, but it is believed that employment in the next six months will decline. The estimates of labor force in war establishments have been unreliable during the past year. In July, for example, war plant employers forecast a rise of 19,774 by September, but in reality there was a drop of 7,714. As in preceding months, the declines were not limited to a few plants, but were widely scattered among 202 leading war firms.

In the June-July Labor Market Developments Report the opinion was hazarded that employment in civilian industries might be expected to go up in the next half year. The reasons for this judgment were as follows: further contract cutbacks would release workers in war firms; the drastically reduced Selective Service quotas would be met 75 per cent by men turning 18, so that industry would not be shorn of its personnel; in consequence of these two trends it was thought that the release of materials by the War Production Board for less essential production would cause civilian employment to rise, offsetting - in part, at least - the declining employment in war industries. Developments since July make it appear that expansion of civilian industries may be somewhat retarded in the next six months.

The labor supply was smaller in September than in July. September showed a drop in relation to July because of the large influx of high school graduates and students seeking summer jobs in the latter month. The quality of the applicants, however, has improved slightly in several categories since some of the persons now available are experienced workers released as the result of contract cutbacks. At least 1,600 persons are known to have been dismissed in 22 war firms due to curtailment of war contracts during August and September; in the latter month the number was 1,200.

The persons laid off did not remain unemployed for long, but secured other jobs. At any rate, the drop in the active insurance file from 18,430 in mid-July to only 14,403 in mid-September seems to support this view.

By and large, of course, the supply of labor is poor. The percentage of older job seekers, workers with little recent experience, and maladjusted persons is high. Among the unemployed women the ratio of Negroes is relatively high. While the United States Employment Service has made great progress in eliminating discriminatory hiring practices, it still meets opposition when - as must frequently happen now - offices are unable to send any but Negro women applicants where unskilled female labor is required. Comparing September 1943 with September 1944, employment of non-white persons in major war firms has gone up 33 per cent.

Labor turnover is something of a problem still. The rate of voluntary quits went up from 3.4 per cent in June to 5.9 per cent in August. This may reflect the desire on the part of workers to get into "safe" civilian jobs. The quit rate among women still continues higher than among men; it was 5.7 per cent in August.

In this Area of supposed "labor surplus" the War Manpower Commission is continuously faced with problems of production and labor supply. The major problems of the War Manpower Commission revolve around its responsibilities to (1) staff the local Must and Priority firms, (2) recruit for out-of-town Priority firms, (3) fill the labor needs of other essential establishments and (4) authorize or deny requests of employers to produce civilian goods under the Spot Authorization Program.

Manpower programs

The staffing of Must and Priority firms is the primary responsibility of the United States Employment Service. Where conflicts between obligations under this program and other programs arise, they are resolved in favor of the Must and Priority Program.

The War Production Board, during September, certified 170 firms in the New York City Area as behind in the production of "must" items due to manpower shortages. This original list of 170 Must firms certified by the War Production Board was pared down, by the end of September, to 47 firms, as the result of United States Employment Service investigations. (There were, however, 25 firms still not checked by the United States Employment Service at the end of the month so the number may go up to 55.) The majority of the firms were eliminated because it was found that they were not behind in deliveries, or were not producing "must" items, or had no labor needs or could transfer workers from their "non-must" production, or the firms had been certified in error.

The 47 firms certified were primarily engaged in aircraft and radar production as follows:

	No. of firms	Unfilled labor needs
Total	47	1,804
Aircraft	15	768
Radar	15	541
Secret projects	4	52
Artillery - bombs	4	40
Sugar refineries	3	69
Miscellaneous	6	333

During September the United States Employment Service referred 2,638 workers to Must firms, of whom 1,107 were hired. The unfilled demand at the end of September for Must establishments numbered 1,804 job openings.

In addition to the labor needs of 47 Must firms, there were 98 plants with No. 1 priorities, whose openings numbered 9,500. This figure is believed to be greatly inflated as are most labor demand figures initially submitted by employers.

The effort to man the local Must and Priority firms has met with considerable success, which is reflected in the 15,763 referrals to such firms during September, resulting in 6,613 placements. Referrals to some firms were doubled in September under the impetus of the Must program. If the labor needs of these establishements remained static, the War Manpower Commission could look forward to practically liquidating their unfilled openings, excepting certain skilled categories, in another month. But the list is not static: as some firms are removed, new ones constantly are added. Moreover, high labor turnover is frequently one of the sore spots in these establishments, so that no matter how many workers are placed in a given plant, the chronic replacement needs appear to keep the unfilled openings at a fairly high level. The high turnover rate is generally due to unsatisfactory wages and working conditions in many of these establishments.

The United States Employment Service assisted the 2nd Ordnance Service Command in one of the most successful recruiting campaigns of the year. Between September 15 and October 20 a caravan, consisting of 12 pieces of Army equipment, toured heavy-traffic sections of the City. Army and Navy personnel appealed for 500 auto repairmen and laborers urgently needed in two ordnance repair centers at the Bronx Coliseum and in Corona, Queens.

One truck in the caravan was transformed into a United States Employment Service office where two interviewers made referrals of men who applied for the jobs. The interviewers referred more than 500 men to the two depots and the full demand for 500 auto repairmen was filled. Not all the men hired came from among referrals of the caravan interviewers; other recruiting devices were used simultaneously, but the caravan campaign was the major source of applicants.

The substantial success in staffing Must and Priority establishments has been achieved at considerable cost to other firms - both essential and less essential. Compared with August, total placements by the industrial offices fell by 20 per cent in September and placements in essential industry by 18 per cent. The drop in total placements was not surprising in view of the techniques used to get applicants into Must and Priority jobs. Interviewers at referral counters of many of the offices, for example, offered jobs in Must and Priority firms only. (Applicants who refused such openings received an exit interview, at which they might be offered other essential work.) Essential but non-priority employers holding pooled interviews at United States Employment Service premises in the Brooklyn Industrial Office were limited to doing so on Thursday, Friday and Saturday so that without actually barring them from the premises, competition between essential and Priority employers was drastically reduced.

The attention of both the Utilization and Training Units in this Area have been centered almost exclusively on the needs of the Priority firms. The Utilization Unit, for example, has made no surveys except in Priority establishments. During September, 13 new and 16 follow-up utilization surveys were completed. As a result of these studies, conferences were scheduled for 10 plants that had poor management and personnel policies at which there were representatives of top management, the procurement agency involved, the United States Employment Service and War Manpower Commission. The purpose of the conferences was to get some immediate action on the recommendations of the utilization analysts. Among the positive results were the following: the manpower needs were reduced; two companies agreed to discontinue their artificial aptitude tests; three companies agreed to make a conscious effort to hire a larger percentage of United States Employment Service persons referred; three companies changed their requirements from semi-skilled to unskilled workers; several companies cancelled orders for tool and die makers and decided they could upgrade their first class machinists; one company decided to hire female non-white workers after the FEPC conducted an educational campaign among its women employees.

Members of the Area War Training Council visited eight Must firms during September and initiated training programs in three of them, primarily for foremen. Visits were also made to twelve Priority firms and in ten of them training programs were set up.

But despite the enormous amount of time, thought and energy spent on solving the manpower problems of the local Must and Priority firms, it has not been possible to fill their total needs. There is no need to elaborate on the most obvious reason for this, i.e., the unsuitability of the bulk of the openings in these urgent firms for the applicants seeking jobs. What is to the point, however, is that there are thousands of applicants occupationally qualified to fill the openings who absolutely refuse to accept referral to them.

The staff members who have been in closest contact with the Must and Priority firms have analyzed the reasons for inability to completely fill the needs, as they see them. Their views may be summarized as follows: some of the Must and Priority firms are small, converted plants which from the very beginning lacked key personnel for their war production, and have had manpower difficulties for the past year or two. Some are large plants which from the beginning had poor personnel policies and unattractive physical working conditions. In many instances corrective measures should have been applied when hiring and turnover difficulties first arose.

In the unskilled jobs, the wage factor is the one most responsible for inability to fill jobs, although transportation and other working conditions are also factors. The rigid wage policy of the War Labor Board is often to blame for inability to raise unfavorable wages, but that is not always the case. It is known that some firms are reluctant to change the previous basic wage structure of their plants. Some employers do not follow up War Labor Board rejections assiduously; others do not petition the War Labor Board at all; and a small number stated they had gone the limit on wages and felt they could somehow fill their needs in a "surplus" market

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like New York! As one employer put it, "Somewhere in this market there are 50 cent people for 50 cent jobs." Such attitudes still are voiced although ordinary household work generally commands from 60¢ - 75¢ an hour.

Where the shortage is of skilled labor, the scarcity of such workers, rather than wages, is the critical factor as a rule. Here, one pertinent observation has been made by United States Employment Service staff: employers have been unresourceful in solving their supposedly acute problems. For example, it should be possible for them, it is believed, to borrow skilled workers from their business colleagues, or where toolmakers are unavailable, to have the tooling job done outside.

Recruiting for out-of-town Priority firms has been a continuing responsibility of the United States Employment Service in New York City, but greater pressure was put on the Employment Service beginning September 21 with the arrival of a special recruiting crew from Washington to assist in manning plants on clearance in the City from all parts of the country, which had "A" and "B" ratings. The crew consisted of seven persons located in the local office and five doing outside promotional work. A volunteer group of 18 United States Employment Service interviewers assisted the Washington crew in outside promotional work, like posting handbills, passing out leaflets, etc. This special recruitment drive was aimed at staffing some 26 firms, six of which had an "A" priority rating: California Shipyards, Boeing Aircraft, Kaiser Shipyards, Dupont Hanford, Hooker Electro Chemical Company, Wright Aeronautical.

Precisely what effect the special recruiting effort had on the total number of out-of-town placements made is not yet known. There is no doubt that a larger number of persons were placed in the six firms on which effort was concentrated. Total out-of-town placements numbered 7,850 in August-September as against 7,900 in the two preceding months. However, the distribution was different from that in the June-July period, with fewer placements in New Jersey and Connecticut and 500 more placements in Oregon-California-Washington (the area of concentration).

Filling the labor demand of other essential industries, while overshadowed by the Must and Priority Programs, is still a major responsibility. Shortages in specified occupations continue to plague most essential firms - in greater or lesser degree. Among the most serious of the shortages are the unfilled openings in hospitals, which at the end of September numbered 10,000 - 3,000 nurses and 7,000 other workers. It is most serious in this field because there is least hope of ever filling the need as long as the war lasts due to the extremely unrealistic and unattractive wage scale in hospitals relative to other employment fields. Another tight spot is in apparel factories which are producing various essential war items, such as army field jackets, children's clothing, jungle hammocks, stretchers, sleeping bags. Here, too, the low wage rate is the critical factor.

There are the usual shortages of nearly all the highly skilled occupations, like tool and die makers, machinists, instrument makers, wood and metal patternmakers, coremakers, molders, refrigerator mechanics, electric motor repairmen, auto mechanics, licensed seamen. In professional fields the shortage of mechanical designers, draftsmen, detailers and tool designers is most acute. The overwhelming demand for able-bodied laborers also continues unabated.

It is impossible to appraise all the programs in operation to cope with either the labor shortages mentioned above or the general labor needs of essential industry. Some aspects of the general Employment Stabilization Program and special recruitment drives will be briefly reviewed.

Excepting household placements, the United States Employment Service made 66.5 per cent of its total placements in essential industries during September. Practically no less essential job orders were handled except in service, needle trades, commercial and professional fields. Less essential employers have complained vigorously because the United States Employment Service, under the Priority Referral Program, fails to approve more than a fraction of the workers whom they would like to hire and send to our local offices for approval.

There has been a noticeable increase in demand for permission to transfer to less essential jobs. While such permission is not granted, except where thoroughly justified, it is a fact that the quit-rate in leading war firms went up from 3.4 per cent in June to 3.9 per cent in August.

Recruiting efforts in securing hospital workers have reflected resourcefulness: previous household workers, part-time students and women homemakers were persuaded to enter this field. The United States Employment Service has had some influence on the Hospital Association in getting some wage increases, but the magnitude of the wage problem there has prevented the Employment Service from making more than a dent in it.

New York City has been recruiting for up-State farms for several years now, particularly to meet pressing needs for harvest hands in August and September. This year the supply available fell short of the number expected to be recruited. When a number of communities reported their crops were seriously threatened, the War Manpower Commission put on a very intensive campaign and placed 1,432 persons in September.

The Spot Authorization Program. The newest manpower problem with which the War Manpower Commission is grappling is that of policy and program for firms which wish to reconvert to civilian production. The decision by the War Production Board to grant certain materials for civilian production, contingent on War Manpower Commission approval, places an enormous responsibility on the latter agency with respect to the whole question of reconversion.

During September the War Manpower Commission received a total of 95 applications from 87 firms requesting permission to go on civilian production, using heretofore controlled materials.

The bulk of the firms receiving approval of applications up to now, have been small firms; that is, 82 per cent had fewer than 100 workers and another 7 per cent had between 100 and 200 employees. By October 21, determinations had been rendered on requests from 89 establishments. Eighty-eight of these firms expect to recruit only 166 more employees for the civilian work; the remaining plant which received permission will hire 150 additional workers. This firm is merely recalling 150 previously laid-off workers (143 women and seven men)

The following criteria have been used by the War Manpower Commission in making its determinations: If approval were denied to a plant, would it result in the release of workers who could be placed in Priority firms? If approval were granted, would the hiring of additional workers interfere with recruiting for Priority firms? If the answers to these questions were in the affirmative, the War Manpower Commission withheld approval and vice versa, unless there were other factors which warranted a contrary decision.

Civilian construction which may expand, as a result of the decision of the War Production Board to permit wider residential and industrial building, raises a problem for this Area, because of the national policy which permits construction workers who have accepted war jobs to return to the construction industry when they are again needed there.

The shipyards have expressed concern over the potential effect of this national policy on shipyard employment of skilled men if heavy construction in this Area suddenly picked up. The concern was sharpened by newspaper stories of War Production Board approval of apartment house alteration, Mayor La Guardia's encouragement of resumption of work on the Brooklyn Tunnel, and increased filings of heavy building plans.

All the larger shipyards in this Area were visited to determine exactly how many employees were former construction workers; the yards had no accurate figures. The belief is that in the ship repair yards 60 per cent of the skilled workers have come from the building trades. Management in the large yards has agreed to make an inventory of their labor force to determine how many of their employees are former construction workers who would be subject to removal on regular construction projects.

TABLE 1. CHANGES IN EMPLOYMENT, NEW YORK METROPOLITAN REGION[a]
SEPTEMBER 1944 - MARCH 1945

Area	Number of firms	Employment September 1944	Change from September 1944 to November 1944	January 1945	March 1945
Total	356	495,474	20,229	26,019	27,911
New York City	289	386,829	13,939	18,300	18,912
Nassau-Suffolk	26	61,288	2,619	4,231	5,650
Westchester	32	40,373	3,121	2,949	2,701
Rockland	9	6,984	550	539	648
Stable or increasing	308	398,803	25,519	33,818	37,200
New York City	248	302,208	18,513	24,878	26,637
Nassau-Suffolk	23	59,593	2,947	4,709	6,228
Westchester	29	30,254	3,509	3,581	3,576
Rockland	8	6,748	550	650	759
Declining	48	96,671	-5,290	-7,799	-9,289
New York City	41	84,621	-4,574	-6,578	-7,725
Nassau-Suffolk	3	1,695	-328	-478	-578
Westchester	3	10,113	-388	-632	-875
Rockland	1	236	-	-111	-111

(a) See note on reverse side of cover sheet.

SOURCE: ES-270 reports, September 1944

TABLE 2. TREND IN EMPLOYMENT IN SELECTED INDUSTRIES, NEW YORK METROPOLITAN REGION, JULY 1944 TO MARCH 1945[a]

Industry	Number of firms	Employment: Total: July 1944	Total: September 1944	Total: March 1945	Women: July 1944	Women: September 1944	Women: March 1945	Part-time workers: Sept. '44	Non-white workers: Sept. '44
TOTAL	356	503,084	495,474	523,385	153,490	152,853	164,072	1,271	24,297
MANUFACTURING	328	411,467	405,314	429,887	126,542	125,849	136,021	1,140	20,678
SELECTED INDUSTRIES - TOTAL	241	352,770	347,059	367,396	101,897	100,992	109,457	589	14,766
19 Ordnance and accessories	31	27,136	27,641	30,066	9,593	9,908	11,093	92	2,095
342 Aircraft and parts	35	64,308	62,861	66,406	18,891	18,151	19,141	83	1,739
343 Ship and boat bldg. and repairing	38	131,088	126,801	129,967	10,012	10,522	10,447	31	2,269
36 Electrical machinery	73	62,103	61,807	67,290	35,744	34,799	38,626	336	5,849
37 Machinery (except electrical)	29	10,258	9,990	10,351	2,399	2,306	2,241	5	379
391 Professional and scientific instruments, etc.	35	57,897	57,959	63,316	25,258	25,306	27,909	42	2,435
NON-MANUFACTURING	28	91,617	90,160	93,498	26,948	27,004	28,051	131	3,619

(a)See note on reverse side of cover sheet.

SOURCE: ES-270 reports, September 1944

PART II. NEW YORK CITY

Section A. General Summary

See Part I, New York Metropolitan Region Summary.

Section B. Employment Trends, Labor Demand and Supply

1. War industries predict rise of 18,912

Employment in 289 major war firms declined by about 4,500 between July and September. Declines occurred in 162 firms; in this group employment was reduced by 12,434. Employers nevertheless predict employment will go up from 386,829 in September 1944 to 405,741 in March 1945. It is believed this increase will not occur. Employment in war industries has been declining steadily since November 1943 and on the basis of notices of cutbacks in contracts which are coming into this Area, as well as tapering off of contracts in other establishments, employment is more likely to go down. Women constituted 29.7 per cent of the employees, non-white persons 7.2 per cent[1], and part-time workers only 0.2 per cent. The largest increases are expected to occur in electrical machinery (4,770), aircraft (2,576) and ordnance (2,380).

2. Quit-rate shows increases

Requests from applicants for permission to take less essential jobs are numerous, and appear to be on the increase.

The quit-rate among all employees amounted to 4.1 per cent in August as compared to 3.4 per cent in June. Industries showing the highest quit-rate were iron and steel manufacturing (7.7 per cent), electrical machinery (6.3 per cent) and nonferrous metals (6.0 per cent). Industries showing the lowest quit-rate were the manufacture of professional and scientific instruments (3.0 per cent) and shipbuilding and repairing (3.6 per cent).

The quit-rate among women in August was 6.1 per cent, or nearly twice as high as among men. It was highest in the manufacture of iron and steel products (9.9 per cent), aircraft and parts (9.2 per cent), non-electrical machinery (7.8 per cent), electrical machinery (7.6 per cent) and nonferrous metals (7.3 per cent). Turnover due to quits, was smallest in shipbuilding (2.6 per cent) and professional and scientific instruments (4.4 per cent).

3. Employment of women

The employment of women in 270 leading war establishments totaled 89,680 (or 29.5 per cent of personnel in these firms) in September 1944, representing a fractional decline since July. By March 1945 these plants

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[1] For an explanation of the discrepancy between this figure and that in Table 3 , see footnote on page 23.

expect to hire about 7,500 more women for total staff expansion and as replacements for normal turnover. As in recent months, this estimate may turn out to be somewhat unrealistic since employers have consistently tended to overstate their womanpower needs by at least 3,000 to 3,500 per month.

Continuing recent trends, industries which employed the greatest numbers of women were electrical machinery (28,950), professional and scientific instruments (18,900), shipyards (10,400) and ordnance (9,850). The electrical machinery, nonferrous metals, and professional and scientific instruments groups continued to show high proportions of women employed (58 per cent, 51 per cent, and 43 per cent, respectively) while shipyards still showed the smallest ratio (8 per cent).

With the end of the summer season and the beginning of the new school term, the majority of the current new entrants into the labor market are older, inexperienced women, many of whom have not worked for twenty years or more. Their placeability is limited by their desire for sedentary work, convenient locations and higher rates than offered by most war employers.

There is a demand for housewives for sales jobs in department, five and ten cent, and specialty stores. E ither part-time or full-time workers will be hired at hours convenient to the applicant. Hospitals can use women as nurses' aides and kitchen workers, but the nature of the work and the hours involved are generally unattractive. Orders for charwomen are constant at rates of 50¢ - 60¢ an hour. These jobs are acceptable to women who prefer night work.

4. Employment of non-white persons shows rise

The employment of non-white persons in 265 leading war establishments increased by about 900 between July and September 1944 to a total of 23,348[1]. This number constituted 7.8 per cent of all plant personnel; the ratio in September 1943 was 5 per cent. Among the industries which showed an above average proportion of non-white persons employed were iron and steel products (15 per cent), electrical machinery (12 per cent), and nonferrous metals and products (10 per cent). As in previous periods, the lowest proportions were found in the aircraft and non-electrical machinery fields. Numerically, the largest groups of non-white workers were employed in shipyards (7,934), electrical machinery (5,720) and ordnance (2,095).

One of the industrial offices reported that the preponderance of non-white female applicants for jobs in metal trades has created some problems among the white women who refuse to work alongside Negro women. The Hudson River Day Line reported difficulties in hiring Negro deck hands for sleep-in jobs because of objections on the part of white workers to sharing sleeping quarters. The situation was resolved by making more practical sleeping arrangements for the non-white staff.

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[1]This figure differs from the figure on non-white employment in Table 3 because of the inclusion here of the 5,670 non-white persons at the New York Navy Yard; data for the Yard for September 1943 were not available.

The Sydenham Hospital in Manhattan is the first institution of its kind in the country where white and Negro members serve together on the board of directors, on the medical and nursing staffs, and where Negro as well as white patients may obtain private rooms. There is no segregation because of color in the wards, and the mixed staff works together treating all patients. The new system has been acclaimed by both patients and staff. Doctors and nurses hold positions of responsibility, regardless of color.

5. Veteran activities

New applications for jobs by veterans at the USES numbered 7,747 during August-September. This was about ten per cent under the number of applications in the two preceding months. Referrals and placements, however, were higher than in the June-July period. Placements in August-September numbered 6,047. About 54 per cent of referrals have been resulting in placements during the past four months.

Next to a desire for a job, veterans coming to the Employment Service were most interested in information on the G.I. Bill, particularly in that part of the Bill pertaining to education; next in order of interest were the unemployment insurance provisions.

Employers are very receptive to hiring veterans and willing to make reasonable allowances and adjustments to disabilities, whether physical or mental. The attitude of management is reflected in the following plant policies: The Columbia Machine Company has a clause in its latest union contract specifying that 5 per cent of the plant's employment will be reserved for veterans. The Eisemann Magneto Company requires the personnel manager, foreman or shop chairman to speak to each veteran once a week in order to assist him in solving shop problems and to encourage him in his work. The National Silver Co. has expressed preference for disabled veterans as metal grinders and polishers; some of these jobs are sedentary. A program for the hiring of veterans with nervous disorders was formulated by the Ralph C. Coxhead Corporation and up to now 90 veterans, of whom 65 were psychoneurotics, have been placed there. The results have been so satisfactory that more veterans will be hired for trainee jobs as machine tool operators and assemblers.

Returning servicemen appear to be better informed about wage rates in the current labor market and their demands are more realistic than had been the case previously.

The initial response on the part of some employers toward the regulation excluding World War II veterans from Stabilization Program controls was one of disappointment; they expressed the belief that returning men would become an employment risk if they could quit at will. Whether this will actually be the case remains to be seen.

Facilities in New York City for the rehabilitation of men rejected or discharged by the armed forces for neuropschiatric reasons are "far short of needs," and only a small percentage receive psychiatric care, according to a report made public on September 21 by the New York City Committee on Mental Hygiene of the State Charities Aid Association.

The report, based on an intensive sample study, indicates that about 80 per cent of the rejected and discharged men were found to need some form of psychiatric help, but only about 5 per cent were getting it. One factor in the problem is that the majority of the men are neither aware of their need of psychiatric help nor recognize its value, according to the report. It is estimated that currently 27,000 men in New York City both need and want some form of psychiatric help. Many agencies in the community are aware of the urgency of this problem and in one form or another are attempting to organize and to devise methods for helping to meet the demand. However, the report states, the disparity between available resources and the need is so great that no present or proposed plans can possibly meet the needs. If anything effective is to be achieved, the Mental Hygiene Committee concludes, there must be prompt and maximum coordination of effort by every available resource in the community, and new plans by both voluntary and public agencies on a scale not yet contemplated by anyone.

6. Job opportunities for young workers

Work opportunities for young inexperienced applicants exist in nearly all branches of industry. In the white collar field, office boys and mail clerks at $22 - $25 a week were easily placed during August and September as were girl clerks with a knowledge of typing, at $20 - $23 weekly. Girl typists, at an average weekly salary of $24 for 40 hours, are also in demand. Recent college graduates with majors in scientific and technical fields can earn about $30 a week on first jobs.

There are jobs in the shipyards for boys as trainees and helpers at 80¢ - 86¢ an hour, and girls, 18 and over, are needed in Federal Shipyards in New Jersey at 80¢ an hour.

The major industrial demands are for boys as machine shop trainees (60¢ - 65¢ per hour) and girls in the electrical, radio, food, drug, chemical and bindery fields (55¢ - 60¢ hourly). There are some new opportunities for inexperienced girls as photostat operators with a beginning hourly rate of 65¢ - 70¢.

The demand for young workers in the needle trades far exceeds the supply. Any junior who will accept a job can be placed at 65¢ - 70¢ an hour for boys, and 60¢ for girls. These offers represent an increase over previous rates of 5¢ - 10¢ an hour for youngsters in this industry.

Jobs in clerical occupations which the Employment Service finds difficult to fill are messenger, those paying less than $22 per week and those located in outlying districts of the Area. Openings for key-punch, bookkeeping machine and comptometer operators, even when on-the-job training is offered, are rejected by applicants.

In the junior professional fields, there is an applicant shortage of male chemistry and laboratory assistants with high school chemistry, kindergarten assistants, editorial assistants with commercial skills, and persons willing to do group work in institutions.

Openings for pressers, cleaners and hand sewers attract few applicants, as do those for laborers, ship and tank cleaners, and jobs in shipyards which offer no opportunity to learn a trade.

Wages are the main reason for unfilled orders in industrial fields. Jobs with training opportunities do not attract boys nearing draft age, whose primary interest is in high earnings. The following are in least demand: dirty, heavy, wet jobs, work in the paint and chemical industries, baker helper and plater helper jobs, and jobs involving errand-running.

In the service industries, hospital jobs, porter jobs and essential restaurant work in outlying areas go unfilled because of the nature of the work and the salary and hours offered.

Applicants difficult to place include: telephone operators, because of the scarcity of these jobs in essential fields; persons demanding a five-day week and salaries over $25 in the commercial field; part-time applicants who generally are not available until after 3:00 p.m.; English, music and language majors without commercial skills; economics majors without statistics or accounting and psychology majors who are not interested in group work; female biology majors who do not qualify for chemical laboratory jobs because of limited chemistry study; home economics majors who are unwilling to work as student dieticians in hospitals; boys close to the draft age whose salary demands are not warranted by their qualifications; young in-migrants who cannot read or write.

7. Labor supply

Unemployed job applicants coming into USES offices during the week of September 11 - 16 numbered 27,571. This represents a drop of 25 per cent from a comparable week in July. The number of job seekers is usually larger in July than in September because of the volume of school graduates and students seeking summer jobs in that month. Although layoffs of 1,600 persons, due to contract curtailment, improved the quality of available labor in some categories, the labor market is still tight. As mentioned in the Regional Summary, all the usual shortages of skilled and unskilled labor continue to exist. Several examples of labor utilization illustrate how stringent is the supply: a manufacturer of burlap bags hired several 70-year old women to operate power sewing machines; a producer of electrical items hired a 72-year old man as a sheet metal trainee; a 70-year old chief marine engineer was placed as chief engineer on a tug boat when the Public Health doctors claimed he was unfit for further duty on the high seas.

A manufacturer of metal boxes and cabinets has been hiring servicemen on furlough, with very satisfactory results. These men have sometimes been twice as productive as regular employees and have improved plant morale.

In cooperation with the War Shipping Administration, the USES referred 122 "beached" seamen to industrial and shipyard openings.

One way of meeting the extreme shortage of kitchen workers in hospitals has been to engage such workers on a per diem basis which permits a much higher than usual wage to be paid, $5 - $6 plus meals. This practice, however, causes resentment among the regular employees.

The Real Estate Advisory Board has become so concerned about the shortage of workers for apartment houses and office buildings that they are attempting to get themselves declared locally needed and are now conducting a survey to prove their need.

Many large restaurants have received dispensations from compliance with the State Labor Law, enabling them to employ women on night shifts, which is ordinarily prohibited.

The shortage of needle trades workers for many war and other essential items is of long standing. Only one example illustrating the situation will be cited. Contractors in this Area had to be pressed into taking large contracts for Army field jackets. The majority of contractors were so seriously delinquent in delivery schedules that the Procurement Agency sent representatives to investigate the causes and to work out solutions with the USES, the unions and the shops. Workers have been borrowed from a few shops to break bottlenecks in others.

There are, however, small scattered pools of surplus labor. Due to the reduction of the glider and wood airplane program, there is a good supply of highly skilled wood-workers and cabinet makers. There is also a surplus of tool planners, tool liaison men, production engineers, expediters, personnel specialists.

8. Training programs

The New York City Board of Education reported an increase of about 800 trainees in September. This is the first increase reported since April. Approximately 2,000 persons were enrolled in pre-employment and 3,300 in supplementary courses at the end of September. Desire to prepare for post-war employment has renewed interest in training classes. During August the USES could refer fewer than 10 per cent of the 3,000 trainee applicants requisitioned by the Board of Education.

A course in refrigeration mechanics has proved very popular, with 75 persons enrolled and 100 waiting to be enrolled.

A special supervisory training program for foremen who are expected to handle returning veterans was presented to twelve foremen representing six of the largest war plants in this Area. These men attended two five-hour sessions conducted at the Training Within Industry office. After hearing the reactions of this group, the various industrial relations supervisors and training directors of these companies attended a session at which the proposed course outline was discussed in detail. An effort will be made to reduce the training course from ten to six hours. After another tryout to be conducted for ten additional foremen in a specified plant, it is felt the training outline can be put into final shape, printed and released to all interested industries and training agencies.

Section C. Developments and Problems in Selected Industries

1. Shipbuilding

Employment in 31 major shipyards dropped to 123,613 in September, a decline of 2.6 per cent since July. Very little further expansion is expected in the next six months. The prediction is that by March 1945 employment will go up by 1,315. Nine of the 31 yards forecast declines in their labor force by March of next year. In reality it is difficult to make employment forecasts in this industry because so much of the work in this Area consists of ship repair, and no one can be certain what the ship repair needs of the future will be.

2. Building and construction

Applicants coming to the Building and Construction office during August and September averaged 470 per day. The daily average volume of applicants in September was about 12 per cent smaller than in August.

Employment in the construction industry dropped about 2.7 per cent between August and September. On local construction work the USES was unable to meet the demand for plumbers, pipefitters, electricians, painters, glaziers and laborers, either because of wage rates, short duration of the job, or non-priority status of the job openings.

Relaxation by the WPB on construction repairs has not yet resulted in an increased demand for labor. There is not likely to be such a demand until metal products are more generally available.

The demand for building trades workers by local shipyards was reduced sharply in August-September as compared with the preceding two-month period. Referrals to local shipyards dropped from 1,265 in June-July to 206 in the two subsequent months.

Referrals to out-of-town openings, both on construction projects and in shipyards, were substantial. One of the major recruiting efforts centered around filling the demand for 350 electricians for an Army construction project at Oakridge, Tennessee. The USES supplied 130 electricians by September 9, when recruitment ceased because no additional New Yorkers were needed.

Recruitment for projects in Alaska terminated early in September because their demands were met, but recruiting for the Aleutians continued. The USES placed about 700 men in the two locations. A special effort to promote applications from Negro workers for openings in the Aleutians was undertaken late in August at the request of the Alaskan Department of the U.S. Army. Several Harlem newspapers cooperated in publicizing the effort, but the results were negligible. This seemed to confirm the belief that USES had already secured all the Negro applicants willing to Alaska.

West Coast Navy Yards intensified their recruitment in New York City during this period. The Kaiser Company continued its recruitment for Vancouver and Portland, and the California Shipbuilding Company came into this Area for labor for the first time. The USES was more successful in

recruiting for the West Coast Navy Yards than for the other companies, despite the lower hourly rates in the Navy Yards, because transportation costs were paid by the Navy Yards while the other companies merely advanced the fare.

3. Needle trades

Employment in the apparel industries went up by 4 per cent between August and September. There is usually a seasonal increase between these two months. Dress production was in full swing in September, with employers clamoring for non-existent workers. Women's coat and suit workers have returned in full force to their assigned jobs, and production on civilian items was at a high level. The men's clothing industry was very active, reflecting the large volume of field jacket contracts, as well as increased civilian production in this Area. Only labor shortages stood in the way of even greater output. Children's wear production was at a high level, although less emphasis on service was given this branch by the USES than in former months due to the need of directing the diminishing labor supply to fields more acutely critical.

While 57 per cent of the labor demand of essential employers was met during August and September, only 14 per cent of the demand of less essential employers could be met.

Women's clothing. WAC and WASP winter dresses were in production during August and September, and every effort was made to direct unemployed dress workers to these jobs. As already mentioned, it was impossible to fill more than a fraction of the labor demand for civilian dresses. Production in coats and suits was primarily on civilian items, although there was a little work in progress on WAVE, WAC, and Marine items. The labor supply is practically nil and does not meet even one-fourth of the demand registered with the USES.

Men's clothing. A decided upswing in production in this field has been observed, due partly to the large-scale war contracts which contractors in this Area were persuaded to take and also to increased civilian manufacture. The national field jacket program now requires the delivery of more than 5,000,000 jackets by the end of 1944. The majority of contractors are seriously delinquent in delivery schedules, as noted in an earlier paragraph. The supply of skilled men's clothing workers has practically vanished.

Children's wear. The demand for workers, although heavy, was slightly smaller than in the preceding two month period. Materials shortages previously reported appeared to ease up with the extension of priority ratings on supplies for snow suits. The remainder of the children's wear industry continues to fight for WPB allocations of materials, claiming that leggings producers are unable to obtain materials which have been diverted to black market operators. Applicant supply is still short of the demand, and fewer workers were diverted to this branch due to our effort to channel workers to the still more urgent field jacket and Must programs. Nevertheless, more than 800 applicants were sent to the children's wear industry in August and September. Low wage rates continue to hamper service to this

field. Were this difficulty not encountered, a number of inexperienced women, naturally attracted to this field by their familiarity with the garments and size and weight of material to be handled, could be directed to it as trainees.

Miscellaneous war goods. As in the other fields, so in knitwear and work clothing, the demand for labor increased during the period under review. Slightly more than 50 per cent of the demand for workers in this branch was met, but the situation is becoming more and more critical, and unless less essential needle trades workers become available, supreme efforts will have to be made to meet even a fraction of the prospective demand. Among non-clothing war goods items, the major activity was in the production of jungle hammocks, sustenance vests, army stretchers and sleeping bags. Employers are planning expansion and night shifts if pending additional contracts are received for several hundred thousand squad tents. The only cutback reported in this group of items was on canvas leggings, and the 150 released workers were immediately transferred to other essential canvas products.

Millinery, furs and accessories. The usual seasonal production activity continued in civilian millinery lines. Office of Price Administration and sales tax problems in the fur industry still cause uncertainty as to the future, and production is again on a part-time, share-the-work basis.

The embroidery and canvas glove industries were active. Production on the latter was hampered by a lack of skilled workers willing to accept low wage rates. Assigned workers from all these branches resisted conversion to war work.

The virtual disappearance of a labor supply in needle trades has caused the USES to resort to all the usual recruiting devices. Churches in the Harlem area have been revisited, recruiting posters have been distributed, and trade unions have been contacted. The responsibility of the unions in directing workers into Must and essential jobs was stressed. These efforts were not very fruitful in increasing the labor supply.

4. Service industries and occupations

Hotels. The Priority Referral Program has tended to stabilize the employment of hotel clerks, since they realize that leaving their present jobs may jeopardize their chances of returning to the hotel field, especially if they qualify for essential employment. Unskilled hotel workers are more receptive to referral to war jobs, although the trend generally is toward less essential jobs with post-war security.

The acute shortage of chambermaids seeking hotel jobs continues. In addition to increasing wage rates, more and more hotels are eliminating Sunday work, in an attempt to make the jobs more attractive. Sunday work also limits the number of persons who will accept hotel elevator operator jobs, most of the applicants preferring to work in office buildings or apartment houses which offer six-day jobs.

Under a new social security arrangement announced in September, about 80 per cent of the city's hotel workers will receive a life insurance policy, sickness and accident insurance and family hospitalization. The plan is employer financed and covers unionized employees in 132 hotels throughout the city.

Restaurants. The over-all supply of applicants coming to the USES for restaurant jobs declined during August and September, attributable in part to a drop in the number of persons requesting summer resort work. However, there was an increased supply in certain categories of workers. The close of the summer resort season in early September brought in waiters, waitresses, and female cooks, who continue to report as long as they are eligible for unemployment insurance benefits. Efforts to channelize them into essential work generally meet with little success since industrial jobs open to them pay very little in comparison to their regular earnings.

The number of men applying for casual kitchen day jobs has risen. In many instances they are supplementary to full-time jobs. World War II veterans are reported to be more responsive to current salaries offered by restaurant management than heretofore, some returning to the USES for referral after shopping around on their own for awhile. There is a supply of male restaurant and hotel cooks available. These men, however, are averse to accepting jobs at Army camps or with the Merchant Marine because of the disparity in wages offered and those previously earned. They prefer to wait for work in their own fields. The demand for workers for kitchen and counter jobs continued unabated. Many large restaurant chains have received dispensations from the State Labor Law to employ women on night shifts and have reduced their specifications to a minimum. The same salary is offered to both male and female workers. Counter and bus girl jobs in war plants and government cafeterias continue to outnumber the supply, despite salaries that are comparable to current industrial jobs.

Part-time restaurant jobs are decreasing and few applicants ask for such employment, except cashiers and hostesses.

Building maintenance. Reflecting a trend apparent in other fields, a number of applicants are beginning to request less essential work with post-war security. Despite this, the USES was successful in referring to essential industry about 20 per cent of the men applying for permission to accept jobs of their own choosing, and about half of the men, 18 - 45, who came in without any specific job to go to.

The demand for porters and elevator operators in apartment houses and industrial establishments is still heavy, with essential openings constituting about 25 per cent of the total demand. Because of the opportunities for overtime pay which do not exist in less essential industry, the Employment Service was able to fill a relatively high proportion of essential porter openings. Wages for porters in war plants, however, have taken a slightly downward trend, from an average of 70¢ - 75¢ per hour a few months ago to a current hourly average of 60¢ - 65¢. Civil Service openings for patrolmen and fire fighters at Army and Navy Bases exceeded the supply of applicants available for this type of work. These jobs had been

originally open to veterans only, but this restriction was lifted at the end of August due to the dearth of interested veterans. The work is outdoors, with rotating shifts and not too attractive compensation.

The applicant load in the guard and watchman field is heavy, primarily as a result of curtailed protective services at some war plants; the demand for these workers is generally limited to replacements. Surpluses still exist among amusement and recreation applicants, due to age, union affiliation or salary standards.

Hospitals. The number of openings in all hospitals in New York City, including those for nurses, is about 10,000, showing no decrease since July. At the same time the supply of applicants coming to the USES is declining, and hospitals are reporting less success in securing workers through advertising and direct applications for employment. The high school students who helped considerably to ease the nurse's aide and pantry help shortages during the summer - 229 attendant trainees were recruited -- have returned to school and have created vacancies all over again.

The shortage of nurses continues to be acute and dangerous. According to an announcement at the end of August by the Red Cross Army-Navy Recruitment Committee, 9,000 additional Army nurses are needed in this Area. Practical nurses, under the supervision of registered nurses, are being utilized wherever possible to meet the large demand, but they too are in short supply.

Hospital management is becoming increasingly aware of the difficulties faced in recruiting labor. Requests for priority ratings were received from 11 hospitals. However, none was willing to fill out the questionnaire necessary to ascertain the extent of shortages. The use of war prisoners as hospital help is also being seriously considered by several institutions; it is uncertain that the nearby camps could supply such personnel. Male porters on a casual-day basis are being utilized more and more. Kitchen workers are also hired on a daily basis and are offered $5 - $6 per diem plus meals, yielding them a total weekly income which is higher than that of the regular weekly workers. Two hospitals are scheduled to recruit applicants on USES premises one day a week. A large number of hospitals have increased salaries sufficiently to meet the 50¢ an hour minimum; as a result the number of requests for statements of availability from hospital employees has declined by at least one-third. Turnover in State hospitals, though still extremely high, was 5 per cent less for the first five months of 1944 than in the last half of 1943.

Household employment.

The demand for household workers increased between July and September to such an extent that neither the USES nor the Telephone Company could cope with it. On one Friday, for example, one office with four persons handling the telephones, answered about 800 incoming calls. In addition, the Telephone Company reported 2,500 unanswered busy signals. Postcards and letters requesting day workers and steady maids arrived in each mail. The volume of requests was so great that the Employment Service was able to satisfy only about 10 - 25 per cent of the demand for workers.

In order to insure maximum service to employers and to alleviate the pressure of demands upon USES personnel, it was announced during the first week of October that orders for domestic workers would be received daily between 1:00 and 3:00 p.m. only. Requests that cannot be filled will not be accepted, so that barring failure of an applicant to report for work, a housewife who succeeds in placing an order can be reasonably sure of obtaining assistance.

The supply of new applicants and day workers reporting to the USES decreased during August and September. Among the reasons for this drop were: day workers returned to their regular fall employers; young people went back to school and some mothers left the labor market, temporarily, to start their children in school; hundreds of houseworkers negotiated their own day work employment with former employers or on street corners at 75¢ - $1 per hour -- this was especially significant during the religious holidays in September.

Houseworkers in other industries continued to drift back to domestic work. It is almost impossible to secure former household workers for hospital jobs due to low wages and long hours offered. Qualified workers for jobs requiring special care of invalids, children, post-maternity care, etc., are rarely available for placement.

5. Commercial and professional occupations

The number of persons in professional and commercial fields applying for statements of availability or referral to less essential employments increased by nearly 100 per cent during August and September, although shortages continue to exist in essential firms. Stenographers and skilled office machine operators are still in short supply; the utilization of any workers who are available is limited by their demands for higher salaries than are offered, a five-day work week, and a convenient location. Most openings in essential industry do not boast such advantages and applicants display a decided resistance to such referral.

Among the technical groups, there has been a notable increase in applications from civil engineers to return from essential work such as the electronic, marine, and aircraft industries, to their previous employment in structural fields which offer good post-war prospects. Civil engineers on leave of absence from employment in City Departments have been advised that they are expected to return to their jobs within sixty days or face the prospect of dismissal.

As reported previously, there are still drastic shortages of mechanical draftsmen, detailers, tool designers, and design, research, and development engineers. The situation in regard to Must and Priority orders for these occupations is becoming more serious every day. There are fewer qualified persons available than ever before, and some of those who might be eligible for referral are being absorbed by the engineering services and job shops whose hiring specifications and wage rates compete favorably with those offered by prime manufacturers. There is also an inadequate supply of applicants willing to accept technical trainee jobs with trainees' salaries.

Despite a fairly good supply of qualified women, the needs for group social workers and residents in institutions handling delinquent boys are difficult to fill because of residence requirements and low rates of pay. There is an over-supply of applicants in the following groups: chemists, especially female; translators, because of layoffs from the Postal Censorship Bureau and Treasury Department; flight instructors, due to the curtailment of the Navy V-5 program; fully and partially qualified personnel workers; and in the more technical fields, tool planners, tool liaison men, production engineers and expediters.

The number of openings for architectural and structural designers and draftsmen increased recently due to the letting of contracts for chemical plants, hospitals and public works.

There are more jobs in the retail sales field than can possibly be filled due to the low salaries and hours offered. In anticipation of the approaching Christmas holiday season, department, five and ten cent, and specialty stores are hiring on any schedule convenient for the worker. Housewives and wives of servicemen stationed in New York are particularly sought. Fur sales people, usually called back by their employers before September are still out as the result of the inability of the Office of Price Administration to stabilize fur prices and a smaller volume of fur sales because of the 20 per cent federal tax. There continues to be a large demand for outside salesmen, but few applicants can meet employers' specifications.

Farm employment. During the first part of August the demand for farm workers was relatively low, except for male replacements and some female harvest hands housed in camps. Activity in the latter part of August, however, and during September was extremely heavy, with the supply of workers falling far short of the demand. Because of this dearth of applicants, high school boys were sent to farm labor camps for use as harvest hands for the first time this season. Reports from farmers indicate that for the most part they gave satisfactory service, and were instrumental in preventing loss of crops in some instances.

Because of the failure of New York City people to volunteer in as large numbers as were necessary, a great deal of time was spent by the USES on recruiting efforts. Emergency drives were put on, such as: spot radio and newspaper appeals; movie "trailers"; banners and loudspeakers dramatizing the need for farm help; telegrams and letters to firms asking for vacation workers; appeals to servicemen and women for furlough time. Although these efforts increased the number of available volunteers, the total did not make up the required number. Placements by the Farm Office numbered 1,432 in September as against 2,526 in August. However, last minute mobilization drives did succeed in calling forth local men, women, and children to prevent the loss of crops in a number of communities which had come to depend on New York City for harvest help.

TABLE 3. RATIO OF NUMBER OF NON-WHITE PERSONS EMPLOYED TO TOTAL EMPLOYMENT IN SELECTED INDUSTRIES NEW YORK CITY, SEPTEMBER 1943 AND SEPTEMBER 1944

Industry	Number of firms	Employment of non-whites		Non-whites as per cent of total employment	
		Sept. 1943	Sept. 1944	Sept. 1943	Sept. 1944
TOTAL[a]	281	15,295	21,088	4.5	6.7
MANUFACTURING	264	12,511	17,678	5.0	7.5
19 Ordnance and accessories	29	1,225	2,095	5.1	8.5
28 Chemicals and allied products	4	341	418	7.5	8.9
33 Iron and steel products	23	1,445	1,599	13.4	15.2
34 Transportation equipment (except automobiles)	54	1,809	2,691	2.1	3.7
342 Aircraft and parts	24	658	385	2.6	3.0
343 Ship and boat building and repairing	29	1,137	2,264	1.9	3.8
Other	1	14	42	2.2	6.4
35 Nonferrous metals and products	17	1,045	831	10.3	9.7
36 Electrical machinery	63	2,861	5,720	7.3	11.8
37 Machinery (except electrical)	27	186	223	2.1	3.0
39 Miscellaneous mfg. industries	35	2,557	1,993	4.5	4.3
391 Professional and scientific instruments, etc.	31	2,503	1,890	4.7	4.3
Other	4	54	103	1.6	4.8
Other manufacturing	12	1,042	2,108	9.4	16.4
NON-MANUFACTURING	17	2,784	3,410	3.3	4.2
Transportation, communication, and other public utilities	6	1,248	2,031	2.5	4.6
Other non-manufacturing	11	1,536	1,379	4.3	3.7

[a] Excluded from this table is the New York Navy Yard, one of the largest employers of non-whites in the Area, for which data on non-white employment in September 1943 are not available. The figure for September 1944 was 5,670.

SOURCE: ES-270 reports, September 1944.

TABLE 4. PAST AND ANTICIPATED EMPLOYMENT TRENDS IN ES-270 FIRMS IN SELECTED INDUSTRIES
NEW YORK CITY, JULY 1944 TO MARCH 1945

Industry	Number of firms	Employment				Net changes in employment from Sept. 1944 to		Part-time workers Sept. '44
		July 1944	September 1944	January 1945	March 1945	January 1945	March 1945	
TOTAL	289	391,339	386,829	405,129	405,741	18,300	18,912	820
Stable or increasing	248	304,722	302,208	327,036	328,845	24,828	26,637	
Declining	41	86,617	84,621	78,043	76,896	-6,578	-7,725	
MANUFACTURING - total	270	307,188	303,916	319,673	320,127	15,757	16,211	693
Stable or increasing	233	253,923	252,242	274,085	275,561	21,843	23,319	
Declining	37	53,265	51,674	45,588	44,566	-6,086	-7,108	
19 Ordnance and accessories - total	30	26,760	27,266	29,546	29,646	2,280	2,380	82
Stable or increasing	29	25,610	26,157	28,537	28,637	2,380	2,480	
Declining	1	1,150	1,109	1,009	1,009	-100	-100	
28 Chemicals and allied products	4	4,722	4,686	4,777	4,777	91	91	28
33 Iron and steel products - total	23	10,785	10,540	11,827	11,783	1,287	1,243	20
Stable or increasing	22	10,462	10,246	11,533	11,533	1,287	1,287	
Declining	1	323	294	294	250	-	-44	
34 Transportation equipment (except automobiles) - total	56	139,890	136,928	140,892	140,819	3,964	3,891	36
Stable or increasing	38	113,082	110,521	117,862	118,532	7,341	8,011	
Declining	18	26,808	26,407	23,030	22,287	-3,377	-4,120	
342 Aircraft and parts - total	24	12,261	12,661	14,730	15,237	2,069	2,576	5
Stable or increasing	15	7,848	8,743	11,947	12,597	3,204	3,854	
Declining	9	4,413	3,918	2,783	2,640	-1,135	-1,278	
343 Ship & boat bldg. & rep. - total	31	126,936	123,613	125,508	124,928	1,895	1,315	31
Stable or increasing	22	104,541	101,124	105,261	105,281	4,137	4,157	
Declining	9	22,395	22,489	20,247	19,647	-2,242	-2,842	
Other	1	693	654	654	654	-	-	-
35 Nonferrous metals and products - total	17	8,953	8,568	9,009	9,009	441	441	35
Stable or increasing	15	7,939	7,714	8,234	8,234	520	520	
Declining	2	1,014	854	775	775	-79	-79	

(concluded on next page)

TABLE 4. (concluded)

Industry	Number of firms	Employment: July 1944	Employment: September 1944	Employment: January 1945	Employment: March 1945	Net changes in employment from Sept. 1944 to: January 1945	Net changes in employment from Sept. 1944 to: March 1945	Part-time workers Sept. '44
36 Electrical machinery - total	66	49,477	49,643	54,113	54,413	4,470	4,770	270
Stable or increasing	58	41,900	42,707	48,261	48,606	5,554	5,899	
Declining	8	7,577	6,936	5,852	5,717	-1,084	-1,219	
37 Machinery (except electrical)-total	27	7,750	7,487	7,644	7,644	157	157	5
Stable or increasing	25	5,235	5,151	5,445	5,445	294	294	
Declining	2	2,515	2,336	2,199	2,199	-137	-137	
39 Misc. mfg. industries - total	35	46,405	45,918	48,165	48,206	2,247	2,288	100
Stable or increasing	31	33,662	33,389	36,916	37,057	3,527	3,668	
Declining	4	12,743	12,529	11,249	11,149	-1,280	-1,380	
391 Professional and scientific instruments, etc. - total	31	44,092	43,756	45,425	45,466	1,669	1,710	42
Stable or increasing	28	32,045	31,891	34,801	34,942	2,910	3,051	
Declining	3	12,047	11,865	10,624	10,524	-1,241	-1,341	
Other	4	2,313	2,162	2,740	2,740	578	578	58
Other manufacturing - total	12	12,446	12,880	13,700	13,830	820	950	117
Stable or increasing	11	11,311	11,671	12,520	12,650	849	979	
Declining	1	1,135	1,209	1,180	1,180	-29	-29	
NON-MANUFACTURING - total	19	84,151	82,913	85,456	85,614	2,543	2,701	127
Stable or increasing	15	50,799	49,966	53,001	53,284	3,035	3,318	
Declining	4	33,352	32,947	32,455	32,330	-492	-617	
Transportation, communication and other public utilities - total	6	43,818	44,248	43,997	44,132	-251	-116	-
Stable or increasing	4	14,581	15,431	15,417	15,652	-14	221	
Declining	2	29,237	28,817	28,580	28,480	-237	-337	
Other non-manufacturing - total	13	40,333	38,665	41,459	41,482	2,794	2,817	127
Stable or increasing	11	36,218	34,535	37,584	37,632	3,049	3,097	
Declining	2	4,115	4,130	3,875	3,850	-255	-280	

SOURCE: ES-270 reports, September 1944

TABLE 5. PAST AND ANTICIPATED EMPLOYMENT OF WOMEN IN SELECTED INDUSTRIES
NEW YORK CITY, JULY 1944 TO MARCH 1945

Industry	Number of firms	Employment			Women as per cent of total employment		
		July 1944	September 1944	March 1945	July 1944	September 1944	March 1945
TOTAL	289	114,740	114,770	123,151	29.3	29.7	30.4
MANUFACTURING	270	89,742	89,680	97,170	29.2	29.5	30.4
19 Ordnance and accessories	30	9,524	9,838	11,007	35.6	36.1	37.1
28 Chemicals and allied products	4	1,894	1,809	1,810	40.1	38.6	37.9
33 Iron and steel products	23	4,421	4,281	4,626	41.0	40.6	41.0
34 Transportation equipment (except autos)	56	13,078	13,652	14,226	9.3	10.0	10.1
342 Aircraft and parts	24	3,064	3,150	3,799	25.0	24.9	24.9
343 Ship and boat bldg. and repairing	31	9,848	10,383	10,308	7.8	8.4	8.3
Other	1	166	119	119	24.0	18.2	18.2
35 Nonferrous metals and products	17	4,407	4,336	4,454	49.2	50.6	49.4
36 Electrical machinery	66	29,576	28,941	32,468	59.8	58.3	59.7
37 Machinery (except electrical)	27	1,962	1,836	1,722	25.3	24.5	22.5
39 Miscellaneous manufacturing industries	35	19,952	19,829	21,237	43.0	43.2	44.1
391 Professional and scientific instr., etc.	31	18,963	18,883	19,919	43.0	43.2	43.8
Other	4	989	946	1,318	42.8	43.8	48.1
Other manufacturing	12	4,928	5,156	5,400	39.6	40.0	39.0
NON-MANUFACTURING	19	24,998	25,090	25,981	29.7	30.3	30.3
Transportation, communication and other public utilities	6	13,876	14,048	14,084	31.7	31.7	31.9
Other non-manufacturing	13	11,122	11,042	11,897	27.6	28.6	28.7

SOURCE: ES-270 reports, September, 1944

TABLE 6. SUMMARY OF LABOR TURNOVER IN SELECTED INDUSTRIES
NEW YORK CITY, AUGUST 1944

All Employees

Industry	Number of firms	Average employment Aug.-Sept. 1944	Accession rate August 1944	Separation rate August 1944	
				Total	Quits
TOTAL	286	371,269	6.3	7.1	4.1
MANUFACTURING	267	287,379	6.8	7.3	4.6
19 Ordnance and accessories	29	24,615	7.8	7.0	4.9
28 Chemicals and allied products	4	4,687	5.3	5.3	3.8
33 Iron and steel products	23	10,579	9.5	10.2	7.7
34 Transportation equipment (except automobiles)	54	122,343	6.4	6.4	3.8
342 Aircraft and parts	24	12,574	10.3	8.5	4.9
343 Ship and boat building and repairing	29	109,101	6.0	6.2	3.6
Other	1	668	3.0	7.2	6.1
35 Nonferrous metals and products	17	8,675	8.3	11.0	6.0
36 Electrical machinery	66	50,080	8.4	10.4	6.3
37 Machinery (except electrical)	27	7,552	4.2	5.9	4.7
39 Miscellaneous manufacturing industries	35	46,087	4.2	4.8	3.2
391 Professional and scientific instruments, etc.	31	43,872	4.2	4.6	3.0
Other	4	2,215	4.5	8.9	7.3
Other manufacturing	12	12,761	10.9	9.0	7.9
NON-MANUFACTURING	19	83,890	4.4	6.6	2.4
Transportation, communication and other public utilities	6	44,299	2.2	2.1	1.4
Other non-manufacturing	13	39,591	6.8	11.5	3.6

SOURCE: ES-270 reports, September 1944.

PART III. NASSAU AND SUFFOLK COUNTIES

Section A. Employment Trends, Labor Demand and Supply

Due to increased hiring needs of aircraft, professional and scientific instrument firms following upward revisions of existing contracts, labor demand in the Area between September 1944 - March 1945 is expected to be greater than that of any other period during the past year. Some 58,500 persons were employed in the 21 leading manufacturing firms in September 1944. During the next six months an over-all increase of staff of at least 5,500 is expected in these firms. If contracts now being negotiated materialize, these gains may even be larger.

The demand for workers is largely for unskilled and semi-skilled categories. However, plants cannot utilize fully workers in these categories until personnel can be obtained in the higher machine shop and tool occupations. While the Must-Behind Program has been helpful to some extent in recruiting personnel in the latter classifications, it has failed thus far to secure anywhere near the number of workers needed due primarily to the general shortage of these workers.

Stricter hiring controls among non-priority firms is suggested by the Hempstead local office as necessary to meet the needs of Must and Priority companies.

The immediately available labor supply consists in the main of construction and needle trades workers, most of whom are reluctant to accept war work because of the fear of losing their seniority and union rights. Many of them are also not too easily adaptable to war work. While the theoretical over-all labor supply should be adequate to meet the labor demands of the Area during the September 1944-March 1945 period, it may be necessary to recruit workers from New York City in greater numbers than heretofore. Transportation difficulties in the past have prohibited a large number of New York City residents from going to work in the Area. Although steps have been taken recently to improve this situation, further action toward extending train and bus transportation facilities to and from the Island and coordinating train and bus schedules with plant shifts still is necessary.

Section B. Labor Market Developments and Problems

1. Training

Only a limited number of students are enrolled in the three remaining pre-employment training centers now functioning in the Area. Because of the increased demand for workers, and since some of the firms may not have either the facilities or instructors to train additional personnel in their own plants, the Hempstead local office has recommended that pre-employment training courses be renewed.

2. Recruitment practices and the Stabilization Program

The USES went "all-out" in recruiting workers for Sperry-Gyroscope during the time when they were the principal firm in the Area on the Must-Behind list. This caused some resentment among other employers in the Area who felt that it interfered with their own recruitment efforts and showed favoritism.

There is general agreement that the Priority Referral Program has been of great help in securing workers for the leading war firms. Approximately 6,700 placements were made by the local offices of the USES during August and September. This represents a gain of 5 per cent over the previous two month period. Approximately 30 per cent of these placements were made in essential or locally needed establishments and 8 per cent were in Priority firms. Many applicants are reported to be accepting jobs in Priority firms because of the feeling that these firms are better war risks with regard to stability of employment than are others. Placements by the USES of the WMC represented 53 per cent of new hires by the leading manufacturing firms in August as against a ratio of 50 per cent in June 1944.

The new directive eliminating veterans from the provisions of the Stabilization Program has resulted in unfavorable comment from some of the leading plants. Although all of these establishments are more than willing to hire returning veterans, they are fearful that after spending time and money in training them they may lose the services of these veterans in short order. Moreover, since the relaxation of controls, many less essential employers have been making a determined bid for the ex-servicemen.

3. Labor turnover

About 25 per cent fewer persons were separated from their jobs in the 26 major war plants in Nassau and Suffolk Counties in August than in June. (Approximately 2,600 persons were separated in August as against some 3,500 in June.) The decline was due to reductions in all categories - quits, layoffs, discharges, as well as military withdrawals. The manufacturing quit rate declined from 3.8 per cent in June to 3.1 per cent in August. Quits were lower in all but the nonferrous metal and professional and scientific instruments industries. The quit rate for women was larger than men in most of the industries - the over-all women quit rate in manufacturing being 4.4 per cent.

Absenteeism is still most prevalent the day after pay day. The majority of the firms have placed posters throughout their plants concerning absenteeism. Talks are also given regularly over the public address system urging employees to stick on the job.

4. Utilization of labor supply

The ratio of women to over-all employment was the same in September and July -- 32.6 per cent -- in the 21 leading manufacturing firms in the Area. The highest proportions of women were employed in the professional and scientific instruments industries -- 45.2 per cent. Between September 1944 and March 1945 the employment of women is expected to increase by some 2,400.

The number of part-time workers has again declined. Only 121 such employees were working in the major manufacturing firms in September 1944. Firms are still reluctant to accept part-time workers unless they are available for work during the day time.

Plant physical examinations for handicapped workers are being reduced to a minimum. In many plants cardiacs and persons with arrested tuberculosis are now being employed.

Most of the high school students employed during summer-time have returned to work. Young men are wanted most as machine shop trainees, foundry laborers and riveters. For young women the customary jobs are clerk-stenographers and riveters. The least attractive jobs for young workers are those as gas station attendants, shipping clerks, and those in less essential industries under 60¢ an hour.

Ninety-eight World War II veterans applied for work at USES offices during September, and of these 78 per cent were placed. A more realistic approach to wages being offered is reported among veterans. Many have begun to realize that to warrant high wages, they must offer higher qualifications. As a result, they have been expressing a keen interest in college training. Only 32 World War II veterans were receiving veterans' readjustment allowances (unemployment insurance benefits) during the week ending September 30, 1944.

Section C. Community Problems

1. Transportation

As a result of conferences held between representatives of the Office for Defense Transportation and USES with Sperry Gyroscope officials, new public facilities have been provided to transport workers from the Bronx to the Lake Success Plant of the firm. An additional line has also been put into operation starting from the south shore of Long Island and passing through Hempstead, Garden City, and Mineola to Lake Success. The establishment of these lines was instrumental in recruiting additional workers for the firm.

2. Housing

Except in a few scattered localities, there are a limited number of homes and almost no apartments or furnished rooms available in the Area. A low-cost housing project for Negroes is being planned in

Rockville Centre. Some 55 four-person units are contemplated with rentals for each unit at $30, which will include electricity, heat and water charges. No definite date has been set for the start of construction.

3. Child-care centers

Approval has been given to the respective Boards of Education for the continuation of child care centers through June 30, 1945, at Elmont and Franklin Square, Long Island. These nurseries will provide care for 100 pre-school children and 156 school-age children.

Section D. Developments and Problems in Selected Industries

1. Aircraft and parts

Over-all employment decreased by approximately 1,100 between July and September in the nine leading aircraft firms. During the next six months, however, an over-all gain of at least 1,800 is expected in the industry. These rises may even be larger once additional contracts now being negotiated are signed.

Grumman Aircraft is negotiating with the Navy to have one of the large items previously produced by them and now made by General Motors returned to the firm. If the Navy honors this request, approximately 3,000 additional persons beyond the 50 indicated on the September ES-270 report will be needed. The concern was recently granted permission by the War Production Board and the War Manpower Commission, with the approval of the Navy, to manufacture and sell, during the first six months of 1945, 25 amphibian airplanes for civilian use, a model which the Navy contemplates discontinuing after January 1945. This model had been used by the company for training new workers; the planes for civilian use will continue to be utilized for training new employees who will later be transferred to war work.

Republic Aviation received a small cutback in September. No workers were laid off, however, since the firm called in some of the work they had been subcontracting in other Areas. (Approximately 55 per cent of their production work is subcontracted.) The plant has made application to be put on the Must-Behind list. While the company was on schedule on most Must items until October 1, it fell behind during October. Production of some current models is expected to be tapered off somewhat during the next two to three months, while the manufacture of new items will increase in approximately the same proportion.

Ranger Aircraft is behind schedule on practically every item which they are producing and as a result have been placed on the Must-Behind list. Relatively low starting wage rates have hampered recruitment for them. The firm's principal needs are in the tool rooms and machine shops.

2. Professional and scientific instruments

Major attention is being given to recruiting workers for the Lake Success plant of Sperry Gyroscope which expects to increase its staff by 3,500 between September 1944 and March 1945. Some 10,400 workers were employed by the firm at this location in September 1944; a peak of 18,000 has been set for October 1945. Approximately 95 per cent of the plant's products are Must items and the plant is behind schedule on practically all items to some extent. The Company has not been successful in getting workers from outside the Area. A representative of the plant is stationed in the Hempstead office of the USES daily, and pooled interviews are being held regularly in other USES offices in the New York City Area. Although hundreds of workers have been secured through these sources, the establishment is having extreme difficulty in securing tool room and machine shop workers. They therefore cannot hire workers in the unskilled brackets where their needs are numerically greatest.

3. Ship and boat building

The declining trend in shipyard employment continued during the past two months. A decrease of some 100 occurred in the three leading firms between July and September; during the next six months a further drop of 350 is expected, mainly at the Greenport Basin and Construction Company where existing contracts are expiring. This firm is hoping to take up the slack by contracting for repair work on oyster boats and barges for local fishing companies.

The Patchogue Yacht Basin Company and the Brewster Shipyard, two small companies, completed their war contracts and are now doing private work only. The few workers laid off by these firms were absorbed in other essential industries.

4. Other industries.

The Airborne Instruments Company, a nonprofit making research laboratory sponsored by Columbia University, which employs some 300 workers, expects to close up its plant in Mineola by March 1945. The firm's personnel, one-third of whom are physicists and mathematicians, will be laid off at the rate of 20 per cent per month beginning in November. The company has been supplied by the USES with registration cards which all the workers are to fill out and return. This is to be done before each group of layoffs materializes so that jobs might be secured for the laid-off workers in advance.

To meet the urgent need for workers during the emergency period following the September hurricane, the Long Island Lighting Company was permitted to recruit workers without regard to the provisions of the Stabilization Program. The firm agreed to furnish the USES with the names of workers employed during this period and consented to clear through the USES all workers retained beyond ten days. In addition to local sources, several crews of linesmen were brought in from the State of Maryland, the Army supplied forty volunteers, and the Coast Guard granted extended furloughs to twenty sailors.

Materials shortages and scarcity of heavy labor have been causing production lags at the Aerial Products Company. Because of the absence of adequate upgrading opportunities, it has been difficult to attract unskilled workers to the plant. The highest rate that the average worker can reach at the concern is 88¢ per hour, while competing firms in the Area have rates ranging up to $1.05 per hour for similar work.

Production has also been slowing down because of inadequate help at the Columbian Bronze Corporation. Here, too, relatively low wage rates have hindered recruitment, especially in the foundry occupations. The problem has been aggraveted by a recent decision of the WLB rejecting the work incentive plan which had been in operation in the foundry for many months.

The Huntington and Oyster Bay branches of the R.E.F. Aircraft Corporation, employing a total of 175 workers between them, have been closed. Some of the workers have been transferred to the firm's new plant recently opened in Mineola, and others to the main plant at Syossett.

Civilian employment at Camp Upton has been steadily declining since the Camp was discontinued as a reception center. The reservation is at present on a "standby" basis but it is believed that it will be converted into a rehabilitation center soon. In that event the demand for civilian workers should increase.

The War Manpower Commission recommended approval of the Freeport Machine Works' application to employ its 24 workers on the production of cooking utensils and gymnasium batons during periods when they are not fully occupied on war work. Their present war contract, involving the manufacture of aircraft parts and gear arms for cameras, is expected to expire December 15, 1944. The requested work will enable the company to continue in business and be in a position to handle additional war work as needed.

5. Agriculture

The harvesting of farm crops in the Area has been largely completed. Agricultural labor was plentiful throughout the season and in hardly any instances were there any crop losses because of manpower shortages. The supply of workers was drawn from local sources, the British West Indies (Jamaicans), southern states, and New York City. At times during the past two months, due to the severe drought which reduced labor demands accordingly, it was necessary to solicit orders in order to keep some of the Jamaicans fully employed. A considerable number of Jamaican laborers were moved to the Hudson Valley Area since the need for them was more urgent there than locally. To help harvest the lima bean crop on Shelter Island, 170 vacationists from New York City were used.

TABLE 7. PAST AND ANTICIPATED EMPLOYMENT TRENDS IN ES-270 FIRMS IN SELECTED INDUSTRIES NASSAU AND SUFFOLK COUNTIES, JULY 1944 TO MARCH 1945

Industry	Number of firms	Employment				Net changes in employment from Sept. 1944 to		Part-time workers Sept. '44
		July 1944	September 1944	January 1945	March 1945	January 1945	March 1945	
TOTAL	26	62,209	61,238	65,519	66,938	4,231	5,650	124
Stable or increasing	23	60,377	59,593	64,302	65,821	4,709	6,228	
Declining	3	1,832	1,695	1,217	1,117	-478	-578	
MANUFACTURING - total	21	59,408	58,537	62,601	64,020	4,064	5,483	121
Stable or increasing	18	57,576	56,842	61,384	62,903	4,542	6,061	
Declining	3	1,832	1,695	1,217	1,117	-478	-578	
28 Chemicals and allied products	2	1,159	1,145	1,406	1,406	261	261	39
342 Aircraft and parts - total	9	41,540	40,424	41,866	42,185	1,442	1,761	77
Stable or increasing	7	40,487	39,450	41,049	41,368	1,599	1,918	
Declining	2	1,053	974	817	817	-157	-157	
343 Ship and boat building - total	3	1,243	1,135	894	794	-241	-341	-
Stable or increasing	2	464	414	494	494	80	80	
Declining	1	779	721	400	300	-321	-421	
35 Nonferrous metals and products	2	1,046	1,041	1,200	1,200	159	159	3
391 Professional and scientific instruments, etc.	2	13,375	13,773	16,200	17,400	2,427	3,627	-
Other manufacturing	3	1,045	1,019	1,035	1,035	16	16	2
NON-MANUFACTURING - total	5	2,801	2,751	2,918	2,918	167	167	3
Transportation and other public utilities	3	2,047	2,061	2,197	2,197	136	136	3
Other non-manufacturing	2	754	690	721	721	31	31	-

SOURCE: ES-270 reports, September 1944

TABLE 8. PAST AND ANTICIPATED EMPLOYMENT OF WOMEN IN SELECTED INDUSTRIES NASSAU AND SUFFOLK COUNTIES, JULY 1944 TO MARCH 1945

Industry	Number of firms	Employment			Women as per cent of total employment		
		July 1944	September 1944	March 1945	July 1944	September 1944	March 1945
TOTAL	26	20,215	19,934	22,359	32.5	32.5	33.4
MANUFACTURING	21	19,383	19,074	21,464	32.6	32.6	33.5
28 Chemicals and allied products	2	455	459	601	39.3	40.1	42.7
342 Aircraft and parts	9	11,968	11,539	12,201	28.8	28.5	28.9
343 Ship and boat building	3	75	66	59	6.0	5.8	7.4
35 Nonferrous metals and products	2	398	414	431	38.0	39.8	35.9
391 Professional and scientific instruments, etc.	2	6,117	6,231	7,800	45.7	45.2	44.8
Other manufacturing	3	370	365	372	35.4	35.8	35.9
NON-MANUFACTURING	5	832	860	895	29.7	31.3	30.7
Transportation and other public utilities	3	632	647	682	30.9	31.4	31.0
Other non-manufacturing	2	200	213	213	26.5	30.9	29.5

SOURCE: ES-270 reports, September 1944

TABLE 9. SUMMARY OF LABOR TURNOVER IN SELECTED INDUSTRIES
NASSAU AND SUFFOLK COUNTIES, AUGUST 1944

All Employees

Industry	Number of firms	Average employment August-Sept. 1944	Accession rate August 1944	Separation rate August 1944	
				Total	Quits
TOTAL	26	61,575	3.3	4.3	3.1
MANUFACTURING	21	58,804	3.3	4.3	3.1
28 Chemicals and allied products	2	1,137	9.0	9.9	5.9
342 Aircraft and parts	9	40,619	2.6	3.5	2.4
343 Ship and boat building	3	1,168	1.1	6.8	4.5
35 Nonferrous metals and products	2	1,055	7.9	10.0	8.8
391 Professional and scientific instruments, etc.	2	13,794	4.6	5.3	4.4
Other manufacturing	3	1,031	3.6	5.9	4.5
NON-MANUFACTURING	5	2,771	3.1	4.4	3.4
Transportation and other public utilities	3	2,070	1.8	2.7	2.1
Other non-manufacturing	2	701	7.0	9.7	7.1

SOURCE: ES-270 reports, September, 1944

TABLE 10. RATIO OF NUMBER OF NON-WHITE PERSONS EMPLOYED TO TOTAL EMPLOYMENT IN SELECTED INDUSTRIES NASSAU AND SUFFOLK COUNTIES, SEPT. 1943 TO SEPT. 1944

Industry	Number of firms	Employment of non-whites		Non-whites as per cent of total employment	
		Sept. 1943	Sept. 1944	Sept. 1943	Sept. 1944
TOTAL	24	1,796	2,154	2.6	3.6
MANUFACTURING	20	1,704	2,021	2.5	3.5
28 Chemical and allied products	2	38	93	3.9	8.1
342 Aircraft and parts	8	1,360	1,352	2.8	3.4
343 Ship and boat building	3	2	1	0.1	0.1
35 Nonferrous metals and products	2	50	52	5.8	5.0
391 Professional and scientific instruments, etc.	2	248	512	1.7	3.7
Other manufacturing	3	6	11	0.7	1.1
NON-MANUFACTURING	4	92	133	4.2	5.8
Transportation and other public utilities	3	17	18	0.8	0.9
Other non-manufacturing	1	75	115	60.0	52.5

SOURCE: ES-270 reports, September 1944.

PART IV. WESTCHESTER COUNTY

Section A. Employment Trends, Labor Demand and Supply

Employment is expected to continue upward in Westchester County between September 1944 - March 1945. About 38,400 persons were employed in the 31 leading manufacturing firms in September, of whom 39 per cent were women. During the next six months demand for workers, including military replacements, may amount to approximately 5,400 workers.[1] This demand will be concentrated largely in shipyards, electrical machinery and other machinery firms and is mainly for heavy unskilled work. Declines are expected during the same period in one large aircraft firm and in two other small war plants. Cutbacks in Westchester have thus far not been extensive and where they have occurred have not released any sizeable group into the broad labor market.

Although a considerable number of women will have to be drawn into the labor market, the over-all labor supply should be adequate to meet industry's needs between September 1944 and March 1945.

Over-optimism, however, regarding the speedy outcome of the war is reported to be interfering with placement operations. A large proportion of job seekers indicate preference for jobs with post-war futures rather than jobs open in war firms. The problem of recruitment would be decidedly improved, it is felt, if wage rates for unskilled labor were increased and transportation facilities bettered.

With regard to post-war employment possibilities, it is not expected that reconversion will be a major problem in the area except for firms engaged in aircraft production and shipbuilding, since most of the plants are working on a type of activity which parallels normal peacetime production. The Yonkers Committee for Economic Development anticipates that on the basis of plans now being made post-war employment in their area will be 25 per cent above current employment.

Section B. Labor Market Developments and Problems

1. Training

A further curtailment of public training facilities occurred during the past two months as a result of falling-off in trainees. Nearly all of the training for industrial jobs is being done by employers under

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1 This figure is inflated by the inclusion of an estimated increase in employment of about 2,000 at the Arthur G. Blair, Inc., a repair shipyard. This increase was predicated on the assumption that sufficient work will be allocated to the yard to employ capacity staff.

in-plant training systems. Increased interest is being shown by veterans in special training courses sponsored by the Federal Government

2. Recruitment

Some 4,880 placements were made by local offices of the United States Employment Service of the War Manpower Commission during August and September. This represented a gain of 16 per cent over the previous two month period, and was due in a large measure to an increase in agricultural placements. In August 1944, placements made by the Employment Service of the War Manpower Commission represented 50.9 per cent of new hires by the leading manufacturing firms, almost the same proportion as in previous months.

The campaign of the Army Ordnance Depot to recruit auto mechanics for work in the Bronx met with little success in the area. A caravan of six vehicles recently returned from the European theatre of war were parked for periods of 1 - 1½ hours in the main streets of Yonkers, New Rochelle and Mt. Vernon. Only 16 referrals were made, however.

Low wages are said to be the most important factor affecting recruitment for Must-Behind firms. Employers in the area are reported to show no inclination to secure possible WLB approval for increases. Many employers are also said to be hesitant in upgrading workers who could be used on higher skills. Such action might relieve shortages in many skilled and semi-skilled occupations to some extent.

3. Stabilization Program and labor turnover

No marked changes in either separations or quits occurred during the past month. Some 1,993 persons were separated from the 31 major war firms in Westchester during August. Of this number, 63 per cent were quits; 23 per cent were lay-offs; 9 per cent discharges and the rest were separated because of military and other reasons.

The quit rate of manufacturing industries increased from 2.7 per cent in June to 3.2 per cent in August, largely as a result of withdrawals from the labor market of women in aircraft, agricultural machinery and food product firms. The women quit rate in manufacturing firms in August was 4.7 per cent.

Approximately 83 per cent of 2,152 requests for releases were granted by the Employment Service in August. There is no indication that the Priority Referral Program has brought about an increase in the number seeking work. Both management and labor are cooperating with the Program. However, it is felt that more education about its workings should be undertaken among small employers.

4. Utilization of labor

Approximately 300 fewer women were employed in the leading war industries in September than in July. Declines were especially marked in

aircraft and electrical machinery firms.

Although a smaller number of World War II veterans applied for work in August and September than in the previous two months, the ratio of placements to applicants was much higher during this period - 74 per cent as against 53 per cent in June and July. The Veteran Service Information Centers in the area report that they have not been getting prompt, accurate and complete information regarding new laws and regulations affecting veterans from either State or Federal channels. Too much has been left to the initiative of the local offices, it is felt, and this has not always brought satisfactory results. For the week ending September 30, 1944, only 52 World War II veterans were receiving readjustment allowances (unemployment insurance benefits) in the area.

With the reopening of school, the number of young inexperienced applicants applying for jobs has decreased. Most girls in the area are placed either in office work or as floor girls and power machine operators, while boys are customarily placed in factory production operations. Applicants difficult to place are those wanting a five-day week and those having no special training.

Non-white persons constituted 4.9 per cent of total manufacturing employment in September 1944, a much smaller per cent than in September 1943 when 5.3 per cent were employed. Declines in the non-white employment during this period occurred in food products and shipbuilding firms.

Evidence of increasing interest by employers to consider the greater utilization of physically handicapped persons is noted in the numerous job analyses which are being undertaken by firms to determine the physical demands of specific jobs.

Section C. Community Problems

1. Housing

As a result of run-away increases in Westchester rents during August and September, the Office of Price Administration has frozen all residential rents in the community to the levels of August 1. A survey made by the United States Bureau of Labor Statistics in White Plains, Yonkers, New Rochelle, Mount Vernon, Scarsdale and Port Chester indicated that the total rent bill for the community had increased almost as much from August 1 to October 1 as in all of the past 2½ years. Rentals were reported to have been raised in one tenth of all dwellings in the past two months and were said to be creating hardship for war workers, servicemen's families and other residents of the community.

2. Child Care Centers

Construction of a nursery school for 45 pre-school children and an extended school center for 30 school-age children has been approved for the town of Ossining. Approval has also been given to the village of

Tarrytown to permit the establishment of a school center for 32 pre-school children and 20 school-age children.

Section D. Developments and Problems in Selected Industries

1. Electrical Machinery

Approximately 11,800 workers were employed in the six leading electrical machinery firms in September, a decline of 450 from July. However, an over-all gain of some 700 is expected in these plants between September 1944 and March 1945.

The Navy has cancelled its lease on the Community Center in White Plains where the Phelps Dodge Copper Products Corp. was to manufacture communication cables. No manufacturing had as yet been undertaken at the plant, although it was originally expected that from 500 - 700 people would be employed.

Employment is slowly expanding at the small General Electric plants in White Plains and Mt. Vernon. Close to 200 employees were working in the plant in the latter area toward the end of September and a slightly smaller number at the White Plains factory. Peak employment at each plant will not exceed 300 and should be reached early next year.

Recruitment of labor continues to be a serious problem at the Anaconda Wire and Cable Co. Although the firm has been granted a #1 labor priority, much difficulty has been experienced in inducing workers to take jobs because of low hiring rates and poor transportation facilities. This company's greatest need is for unskilled workers. Recruitment has been helped to some extent by recently established bus service from the Bronx.

2. Ship and boat building and repairing

A decided upturn in shipyard employment is expected during the coming months. The largest increase is anticipated at Arthur G. Blair, Inc. There are openings at this firm both for skilled and unskilled workers; no shape-up is anticipated for the next two months at least.

As a result of the completion of most of the Government contract work, employment declined by 160 during August and September at the Milton Boat Yards (William Edgar John and Associates). Those laid off were referred to shipyards in Yonkers, New York City and Connecticut.

3. Aircraft and parts

Due to a reduction in production requirements, employment continued to level off at Eastern Aircraft during the past two months. Some 700 fewer persons were employed in September than in July. During the next six months, employment is expected to decline by another 800. No direct lay-offs have taken place nor are any contemplated; reductions

are being accomplished by not replacing those who quit or join the armed forces.

4. Apparel and textile-mill products

Employment is more or less stationary in the five major apparel and textile firms in the area where approximately 6,100 persons were working in September. These firms expect little change in their labor force during the next six months.

Shortages of workers have necessitated an increase of working hours at the Cameo Curtain Co. from 44 to 54 hours a week. The firm has a dire need for sewing machine operators but low starting wage rates make placement difficult. To alleviate shortages, part-time workers are being employed.

Alexander Smith and Sons is still having difficulty securing heavy laborers to serve as replacements for those leaving. To help secure these workers the establishment has been given a #3 priority rating.

Shortages of labor are reported to be interfering with production schedules at the International Flouncing Co., engaged in the manufacture of sleeping bag cases. The establishment's needs include sewing machine operators, examiners, floor girls and shipping clerks.

5. Other industries

As a result of the granting of a #1 labor priority, Otis Elevator Co. has been able to obtain most of its required labor. The firm, however, still has great need for experienced engine and turret lathe operators.

The Eversharp Pencil Company has leased factory space in White Plains and expects to hire about 150 persons in October and November. They contemplate building a sizeable plant in the immediate future if approval is granted by the War Production Board. Eventually (after the war) they hope to employ from 1,000 to 3,000 workers.

A new firm, Luria Steel and Trading Company, engaged in various kinds of assembly work, recently opened up shop in Yonkers. They now employ about 100 persons. Contracts for the assembly of aircraft hangers are being completed and work on the assembling of land mine marking sets and refrigeration repair kits will next be undertaken.

6. Agriculture

Most of the fruit crop has already been harvested. It is estimated that the September hurricane was instrumental in bringing to the ground 75 per cent of the apple crop. Dairy farms are still short-handed and need experienced help for milking, driving tractors and taking care of horses.

TABLE 11. PAST AND ANTICIPATED EMPLOYMENT TRENDS IN ES-270 FIRMS IN SELECTED INDUSTRIES WESTCHESTER COUNTY, JULY 1944 TO MARCH 1945

Industry	Number of firms	Employment				Net changes in employment from Sept. 1944 to		Part-time workers Sept. '44
		July 1944	September 1944	January 1945	March 1945	January 1945	March 1945	
TOTAL	32	42,212	40,373	43,322	43,074	2,949	2,701	223
Stable or increasing	29	31,008	30,254	33,835	33,830	3,581	3,576	
Declining	3	11,204	10,119	9,487	9,244	-632	-875	
MANUFACTURING	31	40,207	38,389	41,347	41,104	2,958	2,715	223
Stable or increasing	28	29,003	28,270	31,860	31,860	3,590	3,590	
Declining	3	11,204	10,119	9,487	9,244	-632	-875	
20 Food and food products	4	2,077	2,179	2,250	2,250	71	71	21
22 Textile-mill products	2	4,925	5,037	5,037	5,037	-	-	12
23 Apparel and related products -total	3	1,097	1,061	1,120	1,120	59	59	43
Stable or increasing	2	510	545	620	620	75	75	
Declining	1	587	516	500	500	-16	-16	
28 Chemicals and allied products	2	882	880	932	932	52	52	-
33 Iron and steel products	1	915	848	900	900	52	52	-
342 Aircraft and parts - total	2	10,507	9,776	9,227	8,984	-549	-792	1
Stable or increasing	1	281	269	300	300	31	31	
Declining	1	10,226	9,507	8,927	8,684	-580	-823	
343 Ship & boat bldg.& repairing-total	3	2,591	1,817	4,120	4,120	2,303	2,303	-
Stable or increasing	2	2,200	1,721	4,060	4,060	2,339	2,339	
Declining	1	391	96	60	60	-36	-36	
36 Electrical machinery	6	12,226	11,779	12,477	12,477	698	698	66
37 Machinery (except electrical)	2	2,488	2,503	2,707	2,707	204	204	-
39 Miscellaneous mfg. industries	4	1,767	1,778	1,800	1,800	22	22	80
Other manufacturing	2	732	731	777	777	46	46	-
NON-MANUFACTURING	1	2,005	1,984	1,975	1,970	-9	-14	-

SOURCE: ES-270 reports, September 1944

TABLE 12: PAST AND ANTICIPATED EMPLOYMENT OF WOMEN IN SELECTED INDUSTRIES
WESTCHESTER COUNTY, JULY 1944 TO MARCH 1945

Industry	Number of firms	Employment			Women as per cent of total employment		
		July 1944	September 1944	March 1945	July 1944	September 1944	March 1945
TOTAL	32	15,682	15,378	15,516	37.2	38.1	36.0
MANUFACTURING	31	15,410	15,103	15,246	38.3	39.3	37.1
20 Food and food products	4	615	660	683	29.6	30.3	30.4
22 Textile-mill products	2	1,859	2,037	2,037	37.7	40.4	40.4
23 Apparel and related products	3	924	905	982	84.2	85.3	87.7
28 Chemicals and allied products	2	387	395	415	43.9	44.9	44.5
33 Iron and steel products	1	226	189	200	24.7	22.3	22.2
342 Aircraft and parts	2	3,859	3,462	3,141	36.7	35.4	35.0
343 Ship and boat building and repairing	3	84	68	75	3.2	3.7	1.8
36 Electrical machinery	6	6,019	5,719	5,993	49.2	48.6	48.0
37 Machinery (except electrical)	2	437	470	519	17.6	18.8	19.2
39 Miscellaneous manufacturing industries	4	891	1,090	1,088	50.4	61.3	60.4
Other manufacturing	2	109	108	113	14.9	14.8	14.5
NON-MANUFACTURING	1	272	275	270	13.6	13.9	13.7

SOURCE: ES-270 reports, September 1944.

TABLE 13. SUMMARY OF LABOR TURNOVER IN SELECTED INDUSTRIES
WESTCHESTER COUNTY, AUGUST 1944

All Employees

Industry	Number of firms	Average employment Aug.-Sept. 1944	Accession rate August 1944	Separation rate August 1944	
				Total	Quits
TOTAL	32	40,848	3.1	4.9	3.1
MANUFACTURING	31	38,858	3.2	5.1	3.2
20 Food and food products	4	2,175	8.6	6.5	5.5
22 Textile-mill products	2	5,038	2.4	2.2	1.9
23 Apparel and related products	3	1,069	3.6	8.3	4.7
28 Chemicals and allied products	2	883	2.7	3.4	2.9
33 Iron and steel products	1	860	-	3.0	2.6
342 Aircraft and parts	2	10,009	0.3	4.2	3.3
343 Ship and boat building and repairing	3	1,861	13.4	15.9	1.0
36 Electrical machinery	6	11,926	3.4	4.9	3.7
37 Machinery (except electrical)	2	2,515	4.8	5.8	1.0
39 Miscellaneous manufacturing industries	4	1,780	2.4	5.6	4.6
Other manufacturing	2	742	3.0	5.9	4.6
NON-MANUFACTURING	1	1,990	0.2	0.8	0.5

SOURCE: ES-270 reports, September 1944

TABLE 14. RATIO OF NUMBER OF NON-WHITE PERSONS EMPLOYED TO TOTAL EMPLOYMENT IN SELECTED INDUSTRIES WESTCHESTER COUNTY, SEPT. 1943 TO SEPT. 1944

Industry	Number of firms	Employment of non-whites		Non-whites as per cent of total employment	
		Sept. 1943	Sept. 1944	Sept. 1943	Sept. 1944
TOTAL	23	1,000	874	5.0	4.6
MANUFACTURING	22	960	834	5.3	4.9
20 Food and food products	3	55	32	2.9	1.8
22 Textile mill products	2	84	117	1.6	2.3
23 Apparel and related products	3	71	70	6.4	6.6
28 Chemicals and allied products	2	56	60	6.0	6.8
342 Aircraft and parts	1	2	2	0.9	0.7
343 Ship and boat building	1	64	3	11.2	3.1
36 Electrical machinery	3	129	125	3.4	3.0
37 Machinery (except electrical)	2	148	156	6.4	6.2
39 Miscellaneous mfg. industries	4	342	260	19.9	14.6
Other manufacturing	1	9	9	3.6	3.4
NON-MANUFACTURING	1	40	40	1.9	2.0

SOURCE: ES-270 reports, September 1944.

PART V. ROCKLAND COUNTY

Section A. Employment Trends, Labor Demand and Supply

Employment in Rockland County has begun to level off. In addition to declines in shipyards, during the past two months reductions have occurred in paper and chemical firms. Some 350 fewer persons were employed in the nine leading firms in the area in September than in July. During the next six months, employment in these firms is expected to increase by some 650, however.

Notwithstanding the leveling off in demand, employers are still having difficulty in getting unskilled workers. Students who were employed during the summer have now returned to school. Although the potentially available labor supply consists primarily of older persons and women not now in the labor market, it appears adequate to meet the employment needs of most firms between September 1944 and March 1945.

Section B. Labor Market Developments and Problems

1. Recruitment

A full-scale campaign to recruit civilian workers for Camp Shanks has been undertaken. Large cardboard posters with full details of employment opportunities have been placed at strategic places throughout the county. Gross labor needs for the Camp for September and January are estimated at close to 600. Poor transportation facilities between New York City and Orangeburg continue to hamper out-of-area recruitment.

Little success has been had in getting joiners and carpenters from New York City for the Petersen Shipyard, which needs some 40 such workers to complete its Army contract by the end of the year. Wage differentials and transportation difficulties continue to hamper recruitment.

In August 1944, placements made by the U. S. Employment Service of the War Manpower Commission represented 57 per cent of new hires by the leading war establishments. Most of the war firms still do a considerable amount of hiring at the gate.

2. Labor Turnover

No marked change in either separations or quits occurred during the past two months. Some 380 persons were separated from the 9 major war plants in Rockland County in August. Of this number, 66 per cent were quits, 11 per cent were lay-offs, ten per cent were discharges, and the rest were separated because of military withdrawals and other reasons. The over-all quit rate in manufacturing industries stood at 4.4 per cent in August. The quit rate was highest in the paper product industry due to withdrawal of a considerable number of part-time students who had been employed during the summer months.

3. Utilization of labor supply

Some 80 fewer women were employed in the 9 leading war firms in the area in September than in July. Most of these women left employment as soon as their husbands were transferred from Camp Shanks.

The return to school of youths who were working part-time during the summer reduced over-all part-time employment from 175 in July to 104 in September.

Non-whites represented 3.4 per cent of total manufacturing employment in September as against 2.9 per cent a year ago.

Only 9 World War II veterans made applications for work in August and September, of whom all but one were placed.

Section C. Developments and Problems in Selected Industries

1. Chemicals and allied products

Additional building facilities projected for Lederle Laboratories are still in the planning stage. Equipment at the new penicillin building, however, is now completely installed and the factory is in full operation. Greatest emphasis is being put on the production of influenza vaccines for which there will be a need for considerable numbers of unskilled men and women, and female laboratory workers.

To take care of the Christmas cosmetic demand, Allied Products has increased its work week from 40 to 45 hours, thus obviating the need for hiring additional workers.

2. Paper and allied products

Lack of sufficient full-time help continued to hamper production at the two major paper product firms in the area. At the Fibre Conduit Co. it has created bottlenecks in the molding and shipping departments and was responsible for 40 per cent reduction in deliveries to the Army during August. The firm has had considerable difficulty in getting product handlers (laborers) because the tar product which is processed presents skin hazards to those allergic to it.

3. Other industries

As a result of the renewal of their contract with the Army, the J. Petersen Shipyard Company is again hiring workers, especially carpenters and joiners, in order to meet its scheduled deliveries. The firm does not expect to build up its staff to the size prior to lay-off in July since the renewed contract is due to expire on December 31, and the company's plans are indefinite beyond that date.

4. Agriculture

Despite the reduction in the apple and peach crop as the result of the September hurricane, all the resources of the community had

to be marshalled to harvest these crops. The 60 Jamaicans (British West Indians) who had been utilized during the summer on various types of farm work were extremely helpful in this regard.

An adult labor camp was set up at Suffern to accomodate 70 persons per week for this work. The expected furloughing of soldiers from Camp Shanks to aid in harvesting, mentioned in earlier reports, did not materialize.

TABLE 15. PAST AND ANTICIPATED EMPLOYMENT TRENDS IN ES-270 FIRMS IN SELECTED INDUSTRIES
ROCKLAND COUNTY, JULY 1944 to MARCH 1945

Industry	Number of firms	Employment				Net changes in employment from Sept. 1944 to	
		July 1944	September 1944	January 1945	March 1945	January 1945	March 1945
TOTAL	9	7,324	6,984	7,523	7,632	539	648
MANUFACTURING	6	4,664	4,472	4,636	4,636	164	164
19 Ordnance and accessories	1	376	375	420	420	45	45
26 Paper and allied products	2	1,068	1,038	1,100	1,100	62	62
28 Chemicals and allied products	2	2,902	2,823	2,991	2,991	168	168
343 Ship & boat bldg. & repairing	1	318	236	125	125	-111	-111
NON-MANUFACTURING	3	2,660	2,512	2,887	2,996	375	484
48 Utilities: electric and gas	1	433	426	426	426	-	-
Other non-manufacturing	2	2,227	2,086	2,461	2,570	375	484

SOURCE: ES-270 reports, September 1944

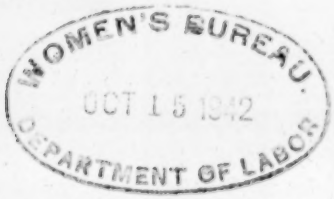
TABLE 16. PAST AND ANTICIPATED EMPLOYMENT OF WOMEN IN SELECTED INDUSTRIES
ROCKLAND COUNTY - JULY 1944 TO MARCH 1945

Industry	Number of firms	Employment			Women as per cent of total employment		
		July 1944	September 1944	March 1945	July 1944	September 1944	March 1945
TOTAL	9	2,853	2,771	3,046	39.0	39.7	39.9
MANUFACTURING	6	2,007	1,992	2,141	43.0	44.5	46.2
19 Ordnance and accessories	1	69	70	86	18.4	18.7	20.5
26 Paper and allied products	2	191	199	227	17.9	19.2	20.6
28 Chemicals and allied products	2	1,742	1,718	1,823	60.0	60.9	60.9
343 Ship and boat building and repairing	1	5	5	5	1.6	2.1	4.0
NON-MANUFACTURING	3	846	779	905	31.8	31.0	30.2
48 Utilities: electric and gas	1	106	100	100	24.5	23.5	23.5
Other non-manufacturing	2	740	679	805	33.2	32.6	31.3

SOURCE: ES-270 reports, September, 1944

Board of National Missions
of the Presbyterian Church in the
United States of America
156 Fifth Avenue, New York, N.Y.

October 14, 1942



Miss Mary Anderson, Director
U.S. Department of Labor
Women's Bureau
Washington, D.C.

Dear Miss Anderson:

Thank you for the information on Huntsville, Alabama, community needs, which you sent recently at the request of Miss Maribelle Wheeler.

Very sincerely yours,

A. L. Roberts

A. L. Roberts, Assistant Sec'y
Dept. of Missionary Operation

ALR:FW

September 30, 1942

Rev. A. L. Roberts
156 Fifth Avenue
New York, N. Y.

Dear Mr. Roberts:

At the request of Miss Maribelle Wheeler, 445 Eustis Street, Huntsville, Alabama, we are enclosing for your use a copy of a summary of community needs indicated by a survey made by us last March.

Very truly yours,

Mary Anderson,
Director.

Enclosure
MA:SLB
MNO

Defense

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM Bertha Nienburg

BUREAU Women's Bureau

CHG. APPROPRIATION S & E, WB 1942

January 19, 1942

U. S. GOVERNMENT PRINTING OFFICE 10—1723

Miss Frances Cummings
Natl. Fed. of Business & Professional Women's Clubs
1819 Broadway
New York, New York

Will you serve as chairman of Committee on Need for Women in Service Trades and Professions.

Mary Anderson

November 21, 1942.

Miss Bertha Daniel, Director
USO Club
Newton Falls, Ohio.

Dear Miss Daniel:

It is ever so nice to have a letter from you. I have just returned from several days in the field, thus the delay in replying more promptly. I would suggest that the young woman you write about in your letter get in touch with a regional office of the United States Employment Service who will give her all the necessary information. I can say, however, that employment in the west does not have to be preceded by residence in the State. There is no such rule that I know of.

Several weeks ago I was again in Columbus and then in Dayton, and a day or two ago returned from the coal fields in West Virginia. You can be sure that if ever I am in your immediate vicinity that I will look you up.

My best greetings to you.

Very sincerely yours,

Elisabeth Christman,
Field Representative

P.S. According to information
there are 61 Labor Shortage
areas.
EC

UNITED SERVICE ORGANIZATIONS USO FOR NATIONAL DEFENSE, INC.

MEMBER AGENCY—THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS

WOMEN'S BUREAU
NOV 19 1942
DEPARTMENT OF LABOR

USO Club
Newton Falls, Ohio
November 18, 1942

Miss Elizabeth Christman
Department of Labor, Women's Division
Washington, D.C.

Dear Miss Christman:

I don't like to bother you with a detail, but I am eager to get information for one of our workers here. She spends a great deal of time here at the club and all of us on staff are aware that the combination of powder and this damp climate is bad for her. She seems to think that employment in the West has to be preceded by residence in the state. Can you send us information on this point for states particularly in the Southwest? We shall appreciate it.

Things are still going well here. I wish you or some of your department could come to see us.

Sincerely yours,

Bertha Daniel

Berthe Daniel, Director USO Clubhouse
operated by National Board of YWCA

BD/PR

Files

September 30, 1942

Miss Elizabeth S. Magee
341 Engineers' Building
Cleveland, Ohio

Dear Miss Magee:

When I got back from the West I had your letter on my desk in regard to the Ravenna dormitories. At the time I wrote you I also wrote to Mr. Emmerich and I am enclosing a copy of his reply. I think, however, that this situation (since there are now regional offices) bears watching, and can be watched because of the regional office. I think that we should still push for proper facilities in the dormitories at Cotton Corners, unless they can give us a better reason than they have now given us that it should not be done.

I am so glad to have you to take up these things, because I know that you know the people and understand the situation so well.

With best wishes,

Sincerely yours,

Mary Anderson, Director

MA:IS

P. S. I am also enclosing a copy of Mr. Corson's reply to my letter to him in regard to discrimination practiced by the Goodyear Aircraft Corporation of Akron, Ohio, against employing Negro women.

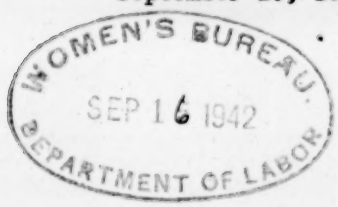
U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

341 Engineers' Building
Cleveland, Ohio

September 15, 1942



Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I was about to write to you a report on the Ravenna area which I visited recently, when your letter came. The situation, briefly, is as follows:

An amount of about $3,500 has been appropriated for the use of the Housing authorities in setting up eating facilities and some room for recreation in one of the buildings at Cotton Corners. They can easily afford the space, because the dormitories at no time have been fully occupied. As a matter of fact, they are now using one or two of the units to house a group of men who are being specially trained at the plant. The reason, as I understand, that they do not proceed with installing restaurant facilities is, primarily, that dormitories have been built on the reservation with the capacity for 650 women. Atlas Powder prefers to fill these dormitories rather than the ones at Cotton Corners. In fact, Mr. Woodridge in the personnel department at Atlas Powder told me definitely that he thought the Cotton Corners dormitory might eventually be abandoned.

As you of course know, there has been considerable reorganization in the housing setup. We now have regional offices here in Cleveland and I am more hopeful in getting results with them in talking the matter over face to face than in depending on correspondence.

There are many complications about housing on a reservation although the company tells us that there will be an entrance arranged so that people can visit the girls in the dormitories without having passes to the reservation. It of course would simply the transportation problem, and I suppose it is understandable why Atlas Powder wants to have as much as possible under their control. But I feel we should push for getting proper facilities for the Cotton Corners dormitory. Do you agree?

With best regards, I am

Sincerely yours,

Elizabeth S. Magee

Elizabeth S. Magee,
Regional Representative.

September 12, 1942

Miss Elizabeth S. Magee
341 Engineers' Building
Cleveland, Ohio

Dear Miss Magee:

Miss Anderson asked me to send you the enclosed report on Ravenna, Ohio, and to ask you to check on Ravenna for us and see if the Housing Authorities have done anything about the conditions there.

Sincerely yours,

Secretary to Miss Anderson

IS

Community Needs

September 29, 1942.

Miss Elizabeth S. Magee,
Regional Representative,
Women's Bureau,
341 Engineers' Building,
Cleveland, Ohio

Dear Miss Magee,

Your letter was extremely interesting and I was glad, too, that you enclosed the letter which appeared in the Cleveland Press.

Excerpts of your material have been sent to the Office of War Information. It is gratifying to know that you will keep us informed of the community and labor problems in which we are interested.

I hope you enjoyed your vacation.

Very truly yours,

Mary V. Robinson, Director,
Division of Public Information.

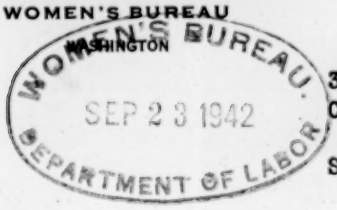
MP
11

Letter from Cleveland Press not attached when received in files. M.H.S.

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON



341 Engineers' Bldg.,
Cleveland, Ohio

September 22, 1942

Miss Mary B. Robinson
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Robinson:

I have your letter of September 17th. The story which I told you in regard to women volunteering for day care was based on the experience of the Cleveland Day Care Committee of which I am a member. This committee is a subcommittee of the DefenseCouncil and was organized by the Cleveland Welfare Federation. The committee has sponsored several training classes to prepare volunteers for work in the expanded day nurseries. They have encountered some difficulty in getting an adequate number of volunteers in these courses. Part of the reason, I believe, is that they are asking more continuous service on the part of volunteers than some women can give. With that experience this summer, they are revising the requirements this fall. At the meeting last week I heard that they had succeeded in getting a number of women to take the course for preschool children, but were having great difficulty getting the class full for work among children of school age.

In the course of the discussion of recruiting, a representative of the Federated Church women made the remark to me which I quoted to you, namely, that women had said why should they be giving their services just to make it possible for other people to make money? I do not know that these women had actually applied for work; I do not know whether they are women who would want to work in factory production. It may be simply a part of the very general resentment which I find characterizes many of the more privileged women toward young women workers who are making "large wages".

I am enclosing a copy of a letter which appeared in the Cleveland Press September 19th, which expresses the point of view of the older woman who is anxious to work and cannot find a job. I am inclined to think that this is not the group which was referred to by the Federated Church women's representative.

I must apologize for not having replied

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

Miss Mary B. Robinson.....2 9-22-42

to your letter which came earlier in September while I was on vacation. I just missed seeing Dr. Horwitz when he was in Cleveland - in fact he was here the day that I was talking with you in Washington.

I will endeavor to send you the kind of information which may be of use, now that I am back on the job.

Sincerely yours,
Elizabeth S. Magee
Elizabeth S. Magee,
Regional Representative.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

WOMEN'S BUREAU
SEP 11 1942
DEPARTMENT OF LABOR

Saturday, September 5.

Dear Miss Anderson,

Mrs. Phillips brought me a copy of the Ravenna report this morning, which you had asked for to send to someone. If you will indicate at the bottom of this note to whom you want it sent, I will take care of it. A return envelope is enclosed.

Sincerely yours,

Isabel Schaffer

Miss Christman thinks you wanted to send it to Miss Magee in Cleveland. Is that what you wanted it for?

I did want the report to go to Miss Magee and ask her to check on Ravenna for us to see if the Housing Corp have done any work, an other beautiful day
M. A.

February 23, 1942

Miss Elizabeth S. Magee, Executive Secretary
The Consumer's League of Ohio
341 Engineers Building
Cleveland, Ohio

My dear Miss Magee:

Miss Ziegler sent me a copy of your letter to Mr. D. R. Kennicott.

When we had our conference January 28th with representatives of the Defense Housing Authority and the Farm Security Administration, the arrangement was that we were not go to to Ravenna until the dormatories had been occupied for some weeks so that we could report on the attitude of the occupants. I think my memory is correct that each bedroom in Ravenna was to be equipped with an electric plug so that a woman could plug in an electric plate for light refreshments if she so desired. Also that one wing was to be only partially partitioned so that it would serve as additional recreational space; also laundry space was to be provided.

The question of cafeteria was discussed but the building and operation of it seemed beyond the jurisdiction of the group that were with us. Because there seems to have been so many studies of Ravenna and yet we are without accurate information, I believe we should adhere to our original plan of visiting them after occupancy. It may be that girls will not use them, all of which will tell its own story. Therefore, it will probably be a month before we will try to get to Ravenna unless advice from you indicates that a complete survey of the situation with a view toward getting results should be made at the present time.

As to other plans with regard to dormatories. Wherever we have as many as 500 persons housed, the Farm Security Administration has agreed to put up a combination administration-recreation building with cafeteria when food is not available. When the numbers to be housed is small, the additional lounging space will have to be secured by cutting down on bedroom space. Arrangements would be made for preparing light meals, both in this space or in bedrooms.

Up to the present we have nó convinced the men that other bathroom facility arrangements are necessary. This is due primarily to the shortage of pipe and the priority system of pipe manufacture. Apparently, if your project is not on the priority list months ahead, you can wait for some two months for a foot of pipe. However, it was agreed that if after an operation was underway, the single room agrangement proved too offensive they would reconsider our requests.

I doubt whether Margaret Kay Anderson will get to Columbus by the 28th. She is in Memphis now and has to reach Nashville. From Nashville she will go to Columbus then to Akron and then up to Cleveland to consult with you. She is confining her activities to aircraft plants and small arms ammunition plants on this trip.

Caroline Manning is still convalescing in Chicago. It will probably be April before she is able to get about.

With best wishes,

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

Copy sent to Miss Ziegler

Community Needs

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

341 Engineers' Bldg.,
Cleveland, Ohio

February 12, 1942

WOMEN'S BUREAU
FEB 14 1942
DEPARTMENT OF LABOR

Miss Martha Ziegler
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Ziegler:

I am sending you some copies of correspondence which are self-explanatory. The Social Security Office here suggested my writing to Mr. Kennicott.

Sincerely yours,
Elizabeth S. Magee
Elizabeth S. Magee,
Regional Representative.

Encl.

C
O
P
Y

341 Engineers' Bldg.,
Cleveland, Ohio

February 12, 1942

Mr. D. R. Kenniecott
Regional Director of Defense Public Works
20 North Wacker Drive
Chicago, Ill.

Dear Mr. Kenniecott:

As Regional Representative of the Women's Bureau of the Department of Labor, I have been in touch with the plans made for the care of the women employed in great numbers at the Ravenna arsenal. You undoubtedly know that the buildings which have been put up by the Farm Security Corporation at Cotton Corners are outside of the town limits and about seven miles from the entrance to the arsenal. No arrangement has been made in the building for any eating facilities.

It is the plan of the Atlas Powder Company to employ women on three shifts, and they cannot depend on having all their food at the commissary on the arsenal grounds. It of course cannot be expected that they go into Ravenna for meals either. The only facilities nearby are the kind of places which are not appropriate for these girls - one, serves hard liquor; two serve beer and wine; and only one serves food only. At a committee meeting which I attended in Ravenna a few weeks ago, the health officer of the county indicated that the places were not especially sanitary, particularly if there were greatly enlarged patronage. Moreover, the work is going on on the highway, which means that the places will be crowded with the workmen.

The Ravenna people are very willing to cooperate in any way they can on this situation and have suggested the possibility of a cooperative dining room, provided the facilities could be provided by the government. What is needed is some kind of lounge in addition to a place to eat.

I will appreciate hearing from you what the possibilities are of some action along this line.

Sincerely yours,

Elizabeth S. Magee,
Regional Representative.

C
O
P
Y

FIRST CONGREGATIONAL CHURCH

Ravenna, Ohio

James McCoy Davis, Minister

February 6, 1942

Miss Elizabeth McGee
Engineers' Building
Cleveland, Ohio

Dear Miss McGee:

As temporary chairman of our USO-YWCA Advisory Board, I am much concerned with the possible problems that may arise with the occupancy of the women's dormitories at Cotton Corners, on the edge of Ravenna. The question arose in our board meetings yesterday. I was commissioned to write you for information.

Can any other eating facilities be provided? Is it possible to construct a club-room or lounge building there? As you know, the road-houses a half mile from the dormitories are hardly desirable and certainly not adequate. Of the four, one serves food only, two beer and wines, and liquor. They have always catered to truck drivers and people who want to come out of their own home towns to raise Hell. (s'cuse) The board walk to the corner from the dormitories will help somewhat. There are no adequate eating places even in the center of Ravenna, two miles from the dormitories.

A member of our board suggested the possibility of adding cooperatively operated dining rooms on the dormitories, as I believe they plan to add laundry rooms.

We shall cooperate in any way possible to ameliorate this problem. We need information as to present plans and possibilities.

Sincerely,

By the way, the road going by these eating places at Cotton Corners is being vastly widened and improved. The workmen on the road will easily fill these eating places for the next six or nine months.

January 22, 1942

To: Miss Mary Anderson
From: Elizabeth S. Magee

I attended a meeting of representatives of community agencies in Ravenna, Ohio, on Monday evening, January 5th. This meeting was called to discuss the housing facilities for the women who will be employed at the Atlas Powder Company in the new Ravenna Arsenal. Among the people and organizations represented at the meeting were church groups, women's clubs, the U.S.O., the juvenile court judge, the County health officer, the local Social Service Federation, and the Y.W.C.A. of Cleveland.

In the discussion of the facilities being provided by the Farm Security Administration, it developed that the dormitory which has been built for girls just outside the city limits of Ravenna has no facilities for food. The dormitory is about eight miles away from the entrance to the Arsenal and, therefore, the commissary on the Arsenal grounds would not serve the purpose. There are three or four small and inadequate restaurants near the dormitory. The Health Officer of the County testified that in his opinion they might be open to question from a health standpoint.

It was very strongly urged by all persons present that the Government should be asked to provide suitable eating facilities for the girls. The girls will be employed in three shifts at the plant and will need food at times when it would be most inconvenient to go downtown.

As a representative of the Women's Bureau, I was asked to present this situation to you as forcefully as possible with the hope that you could prevail on the proper authorities to take care of this situation.

ESM:LW

August 14, 1942

Mr. Carleton F. Sharpe
Director, Region V
National Housing Agency
Federal Public Housing Authority
2073 East Ninth Street
Cleveland, Ohio

Refer reply to: R-V:PAU

Dear Sir:

Under separate cover we are sending you the bulletin asked for in your letter of August 8th. I think you may also be interested in our recommendations to Mr. Blandford, Chief of the National Housing Agency. We have had conferences with a number of the staff members here in Washington and I believe some of our recommendations have been accepted and others are being worked on.

In certain areas we have Women's Bureau representatives stationed. This is true in Cleveland where Miss Elizabeth Magee represents us. At the present time our technical staff is traveling out of Washington and doing the technical study of conditions. On the basis of their study, recommendations are made. Our agent, Miss Martha Ziegler, has operated in the Ohio-Indiana-Illinois area.

If we may be of any assistance in your work, please let us know.

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

Asked Miss Dean to send bulletin requested.

NATIONAL HOUSING AGENCY

FEDERAL PUBLIC HOUSING AUTHORITY

2073 East Ninth Street
Cleveland, Ohio

August 8, 1942

In reply please refer to:
R-V:PAU

WOMEN'S BUREAU
AUG 11 1942
DEPARTMENT OF LABOR

U. S. Department of Labor
Women's Bureau
Washington, D. C.

Gentlemen:

Would you please send a copy of your Bulletin Number 190, titled "Recreation and Housing for Women War Workers" to this office, attention of Paul A. Unger.

We are anxious to know whether you have regional representatives or staff members traveling out of Washington, who are concerned with the maintenance of standards for housing women war workers.

Thank you for providing us with this information.

Sincerely yours,

CARLETON F. SHARPE
Director, Region V

FOR VICTORY
BUY UNITED STATES WAR BONDS AND STAMPS

Defense
Community
Needs.

May 6, 1942

Mr. Robert C. Goodwin
Director of Regional Office
Defense Health & Welfare Services
Union Commerce Building
925 Euclid Avenue
Cleveland, Ohio

My dear Mr. Goodwin:

I am glad to reply to your request for a copy of the summary of the survey made by agents of the U. S. Women's Bureau of the Ravenna, Ohio, Defense area.

Sincerely yours,

Mary Anderson, Director.

Enclosure
MA:MC:MMG

March 27, 1942

Commanding Officer
Ravenna Ordnance Plant
Ravenna, Ohio

Dear Sir:

Members of the Women's Bureau staff have been visiting the various shell loading and bag loading plants to bring about the most effective use of women in these, as well as other, war production plants. To this end we are also checking up on the community facilities for women workers where new groups will be brought into the area. We have left your plant until the last because we understand you have been over-burdened with visits.

Miss Martha Ziegler and Miss Sara Thurman will call upon you next week. Please command their assistance in solving any of the problems which have prevented the most effective use of women workers for it is our purpose to help in the production program wherever it needs women workers.

Very truly yours,

Bertha M. Nienburg,
Assistant Director

BMN:LW

Community Svc

FEDERAL SECURITY AGENCY

WASHINGTON

OFFICE OF
THE ADMINISTRATOR

FEB 14 1942

My dear Miss Anderson:

We were very much interested in having the report of your representative, Miss Elizabeth S. Magee, on the situation in Ravenna, Ohio, concerning housing facilities and other problems concerned with the women who will be employed at the Atlas Powder Company there.

We have sent a copy of your report to the Regional Director, Mr. Robert Goodwin, Cleveland, Ohio. In the future, I think it would be very desirable and would save a considerable amount of time and needless procedure here, in Washington, if your regional representatives throughout the country would send regularly any reports which may come to their attention of conditions needing correction to the regional directors of the Office of Defense House and Welfare Services. I know that each regional director will be more than glad to receive the reports of your people in the field and to make them available to the representatives of this office working in the same region. We feel that a great deal can be accomplished by the close cooperation of people working together on the spot in the local community.

I hope you will instruct all the members of your staff in the field, whatever may be their special function, to report anything of interest in the general health and welfare field to our regional directors. I am enclosing for your ready reference a list of these directors with their addresses.

As we told you during the conference in Mr. Taft's office, we will be only too glad to have your people attend the meeting of the Regional Advisory Council held at the call of the regional directors from time to time.

With many thanks for your cooperation,

Sincerely yours,

Mary E. Switzer,
Assistant to the Administrator

Enclosure

Miss Mary Anderson,
Director, Women's Bureau,
U.S. Department of Labor,
Washington, D.C.

September 1941

LIST OF REGIONAL DIRECTORS OF DEFENSE HEALTH & WELFARE SERVICES

Region I	Mr. John F. Hardy Social Security Board 120 Boylston Street Boston, Massachusetts	Connecticut, Maine Massachusetts, New Hampshire Rhode Island, Vermont
Region II	Mrs. Anna M. Rosenberg Social Security Board 11 West 42nd Street New York, N. Y.	New York
Region III	Mr. William L. Dill Social Security Board Juniper and Chestnut Sts. Philadelphia, Pennsylvania	Delaware New Jersey Pennsylvania
Region IV	Mr. G. R. Parker Social Security Board Arlington Building Washington, D. C.	District of Columbia Maryland, North Carolina Virginia, West Virginia
Region V	Mr. Robert C. Goodwin Social Security Board Euclid Ave. & East 9th St. Cleveland, Ohio	Kentucky Michigan Ohio
Region VI	Mr. Henry L. McCarthy Social Security Board U. S. Court House Building Chicago, Illinois	Illinois Indiana Wisconsin
Region VII	Mr. Richard H. Lyle Social Security Board First Ave. & 19th St. Birmingham, Alabama	Alabama, Florida Georgia, Mississippi South Carolina Tennessee
Region VIII	Mr. Fred M. Wilcox Social Security Board Federal Office Building Minneapolis, Minnesota	Iowa, Minnesota Nebraska North Dakota South Dakota
Region IX	Mr. Ed McDonald Social Security Board 1006 Grand Avenue Kansas City, Missouri	Arkansas Kansas Missouri Oklahoma

files

THE SHERWIN-WILLIAMS DEFENSE CORPORATION

101 PROSPECT AVE., N. W.

CLEVELAND, OHIO

January 30, 1942

(CONTRACT NO. W-ORD-522)

ADDRESS REPLY
MARION, ILLINOIS
Carbondale

WOMEN'S BUREAU
FEB 6 1942
DEPARTMENT OF LABOR

Miss Elsie I. Wolfe
Field Investigator
Womens' Bureau
United States Department of Labor
Washington, D. C.

My dear Miss Wolfe:

Attached you will find a copy of the survey made by the Homes Registration office as of January 27, listing all homes and rooms available in the area surrounding the Illinois Ordnance Plant. You will note that there are hardly enough rooms and homes for the number of people that will be in here starting almost immediately for the operations. We would like to suggest that some action be taken by one of the several agencies which have made registrations and surveys in the Southern Illinois Area. As you know, the labor supply in this area is very limited and many employees will have to be brought in to handle supervisory jobs. As a result, we must have more homes and better facilities.

Labor supply is limited as far as skilled or supervisory jobs are concerned, but not for factory labor.

I am suggesting also that you check very closely the Ravenna Ordnance Plant situation at Ravenna, Ohio operated by the Atlas Powder Company, which has become very acute. As a result of this situation, the Atlas powder Company finds itself unable to draw certain types of operating personnel because of the lack of adequate housing. We would greatly appreciate your comments on the above situation.

In regard to the report you asked for from me concerning available rooms which might be used in placing women in private homes, I found that in survey of the Defense Area Friday, January 23, practically fifty to sixty percent of the rooms listed would take women sleepers.

Very truly yours,

T. E. Fancher

T. E. Fancher
Personnel Director

TEF:JH

February 13, 1942

To: Miss M. Cannon
From: Bertha M. Nienburg

Will you call Mr. Roseman and ask if he will name someone to come to our office and go over with you the type of reports we make and what material would be essential for them to have. If you have conferred with them, let me know of their needs so that I can O.K. any transfer of material.

As to the Sherwin-Williams letter. There is no question that lack of housing for supervisory people causes a bottle neck. However, I think we need to go into this further before we make this our province. We have not as yet taken time to consider this angle of defense plant needs.

As to the rotation of shifts for women -- I think we can use our Industrial Committee on this. My idea would be to ask their opinion on having the shifts changed monthly. If they agreed, we could put out a statement that this seemed advisable.

BMN:LVV

Miss Nienburg from M. Cannon

Miss Nienburg,-

I About the Sherwin-Williams letter-

I believe from the letter that Mt. Fancher expects us to pass along this information. I have drafted a letter which follows. I think it should be sent to Mr. Palmer, and possibly to Farm Security.

My dear Mr. Palmer,-

I am sure you will be interested in excerpts from a letter that one of our field agents has just sent in:

"Attached you will find a copy of the survey made by the Homes Registration office as of January 27, listing all homes and rooms available in the area surrounding the Illinois Plant. You will note that there are hardly enough rooms and homes for the number of people that will be in here starting almost immediately for the operations. We would like to suggest that some action be taken by one of the several agencies which have made registrations and surveys in the Southern Illinois area. As you know many employees will have to be brought in to handle supervisory jobs. As a result, we must have more homes and better facilities.

The Ravenna Ordnance Plant situation at Ravenna, Ohio operated by the Atlas Powder Company, has become very acute. As a result of this situation, the Atlas Powder Company finds itself unable to draw certain types of operating personnel because of the lack of adequate housing. "

The Women's Bureau is of course interested chiefly in women workers, ~~but we cannot ignore this kind of a frequent letter.~~ I have written Mr. Fancher telling him that his request has been passed on to you.

Very sincerely,

Mary Anderson, Director.

II Mr. Alvin Roseman is out of town until Tuesday morning. I will call him then.

Corresp.
Q: Community

COPY

Address reply to office NOT to individuals

War Department
Illinois Ordnance Plant NEG:ab
Carbondale, Illinois

In reply refer to
ILOP 353.02

January 8, 1942

U. S. Department of Labor
Women's Bureau
Washington, D. C.

Attention: Mary Anderson, Director

Dear Madam:

Reference is made to letter of January 5, 1942, relative to making a survey of community needs of women workers in the new defense areas.

Please be advised that any representative from your office will be given complete cooperation of this office and the personnel manager of the Sherwin-Williams Defense Corporation which Corporation will be the operating contractor for this project.

Very truly yours,

/s/ NORMAN E. GILLESPIE
Major, Ordnance Dept.
Commanding Officer

Mary 110.4

SOCIAL FEDERATION OF PORTAGE COUNTY

120 N. Chestnut St.
Ravenna, Ohio

Pres. Judge Blake C. Cook
Vice Pres. Dr. P. L. Harris
Sec. Robt. Dix

MEMBERS OF THE EXECUTIVE COMMITTEE

Albert Caris
Roger Thomas
Calvin Rausch
Robt. Dix
Mrs. S. U. Sivon
Jack Darnell
Prof. Donald Anthony
Rev. W. T. Hinzeman
John Ferrell
Col. Raphel Chavin
Mrs. E. C. Stopher
Dr. John Cuber
Rev. Leo Carlin
Mrs. C. C. Soper
S. C. Bissler
Rev. Stephen Kelker

October 29, 1941

Now of Cleveland
returned to
Ohio.
EHS

Miss Caroline Manning
U.S. Department of Labor
Women's Bureau
Washington D.C.

Dear Miss Manning:

Sometime ago your letter to Mrs. Upham was referred to me for answering. Mrs. Upham is no longer with The Social Federation.

I am enclsoing an outline of the general plan of organization of The Social Federation of Portage County together with the accomplishments up to date.

We have now set up a permanent headquarters at the above address. Our staff consists of eleven N.Y.A. and seven W.P.A. workers. The N.Y.A. girls do the general office work of the Socisl Federation and W.P.A. women take care of The Home Rooms Registration, a sub-division of housing. The enclosed plan of organization is only a brief sketch, so much has been accomplished and is being accomplished from day to day that we cannot keep up with the progress of our organization. However, we will be glad to answer any questions you would like to ask. There is a possibility that I will be in Washington on Nov. 17, for a few days, at which time I will be glad to tell you more about the Federation.

You may write me or contact Mrs. Mary Alice Myers, the secretary to our congressional representative, Dow Harter, if you wish to talk this matter over with me personally.

Yours truly,

Geraldine Adams
Executive Secretary

GA:MR
Enclosures

Miss Adams is a Cleveland woman, a friend of Miss Maguet who spoke very highly of Miss Adams & her responsibilities in her new job.

THE SOCIAL FEDERATION OF PORTAGE COUNTY

General Plan of Organization

Early in February 1941, a small group of civic leaders called together by Judge Blake C. Cook, Judge of Court of Common Pleas, Ravenna, Ohio, who recognized the social avalanche which would sweep over Portage County due to the construction and operation of the Ravenna Ordnance Plant. They formulated a plan to assimulate this increased population into the community. The following is a brief sketch of the said plan.

Divisions

Recreation

Facilities: This division has obtained the use of the Armories at Kent and Ravenna, the facilities of Hiram College, Hiram, Ohio and Kent State University. Recreational centers will be served at the Ravenna Ordnance Plant, Kent State University and Hiram College. The last named center will be used by those desiring recreation in the rural part of northern Portage County.

Program: To determine the needs of the community, as survey is now being conducted by the means of a questionnaire in all of the factories, schools, churches, fraternal groups, etc. in the county. From the material thus gathered, a program of activity will be set up at each center serving the needs of that particular locality.

Personnel: Nick Carter, Kent, Ohio, is the director of this division and has the able assistance of Joseph Barnett, Field Representative, Federal Security Agency and Joseph Bassett, Area Supervisor of Service Projects, W. P.A. and Mr. Samuel Goldman, County Supervisor, W.P.A. A training school will soon be provided to prepare leadership for the community. The whole community is cooperating without respect to race, creed and color.

Finance: The local Recreation Committees of Kent and Ravenna are furnishing funds to carry out this program in their cities. W.P.A. is furnishing training personnel in every field of leisure time activities.

EDUCATION

This division consists of three sub-division and is under the general leadership of Mr. Calvin Rausch, County Superintendent of Schools.

The Child Education sub-division deals with the dislocation in the public and parochial school systems of Portage County. Through the efforts of the group $38,000.00 has already been allocated to this county to meet the added cost of personnel and transportation of the public school system.

The Library Extension Service is another sub-division, operating under the able leadership of Miss Jessie Smith, Hiram College. Funds in the amount provide a bookmobile by means of which books will be provided for the workers living in the Arsenal reservation, the new dormitories and the social centers of the County.

The Adult Education is the third sub-division under the leadership of Dr. Fren Musselman, his committee includes professors from Hiram College and Kent State University.

General Courses: In general the courses offered will be credited and non-credited. Cooperating in this field, Kent State University has already offered 48 courses for which college credits will be given. The non-credited courses are intended to offer an opportunity to the older group to finish some part of their earlier education.

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Facilities: The class rooms, labratories and other facilities of Hiram College, Kent State University and Ravenna High School will be used by these night courses.
Curicula: The courses offered will include: 1st. general subjects in the field of arts including the training of apprentices as an aid of industry with special references to the Ravenna Arsenal and various local industries having defense contracts.
Finance: The college credited courses will be financed from a fee charged the student under the auspices of the state of Ohio. Direct grants are being sought from the federal government to provide part-time personnel for the non-credited courses.

HOUSING

The Housing Division, under the able leadership of Robert Dix is stimulating the employment of private capital to construct housing units throughout the County. Already it is evident that the building program by private capital will be several times in excess of construction by it in former years.
Homes and Rooms Registration is a sub-division of housing under the direction of Mrs. Emily Upham. All houses, apartments and rooms available for rent are registered and inspected. Approximately 1325 rooms, 30 houses and 41 apartments have already been registered.
The Fair Rent sub-division, directed by Dr. Arden Allyn, Kent State University, has as its objective the focusing of public opinion upon landlords seeking to exact extortionate rents. By this means the federal government is making a test of power of public opinion to prevent abuses without the necessity of federal legislation.

HEALTH

This division under the capable direction of Dr. P. L. Harris has been very active. It includes all societies and groups that are interested in any place of the health problem.
Accomplishments: This division has sponsored the removal of a mushroom growth known as "Shantytown on Tobacco Road." It has actively supported a direct federal grant of $150,000.00 for an addition to the Robinson Memorial Hospital, to be added to a bond issue voted by the people for $100,000.00. Early approval is expected upon a federal grant of $285,000.00 to the City of Ravenna for the construction of a trunk line sewer. The people of Ravenna have already voted $150,000.00 for this purpose and to supplement the federal grant.

RELIGION

This division consists of an inner-church council which includes all Protestant and Catholic churches in the county. Each church has selected Reception and Social Action committees to represent it in the council and to assist in carrying out a program for the spiritual and ethical advantages of the people in the community. This division is under the leadership of Rev. C. J. Mayhew and T. G. Buxton.

LAW ENFORCEMENT

Under the direction of Robert Fitzgerald, Sheriff of Portage County, all law enforcement officers and organizations are grouped. Included in this division is a novel experiment in self-government. All of the Retail Liquor Dealers have adopted a code. By the terms of this code, they agree not to sell liquor, beer, or wine after closing time provided by the law. They agree not to sell to an intoxicated person; whenever possible to take the keys from the drivers of motor vehicles who are in a state of intoxication, returning them the next day; not to sell to monors etc. Each member has agreed that the violation of the code should be cause for expulsion of members so violating it. It is probable that this is the first attempt by liquor dealers to "police" themselves, anywhere in the country.

LABOR

One of the most active divisions of the Federation is the Labor Division under the able leadership of Dr. Donald Anthony, Kent State University and includes the president of the Central Labor Unionand the president of the Industrial Council C.I.O.

Accomplishments: A joint public statement by both A.F. of L. and C.I.O. urging that there be no stoppage of work at the Ravenna Arsenal or any plant having defense contracts, has been obtained.

Ravenna Plan: This is a plan of mediation. By its terms strikes and labor disputes can be conciliated by a Board Consisting of 2 representatives of labor 2 representatives of the employees and 2 to be selected by the Judge of the Court of Common Pleas.

In two industrial plants organized labor has presented flags to management. It is an inspiring picture of the captains of industry and labor, clapping hands before the flag. This decision has already settled 2 threatened strikes.

Consumers

This division furnishes information upon prices of commodities, and is cooperating with Mr. Leon Henderson OPACS, and directed by Dr. C. C. Kochenderfer, Kent State University.

WELFARE

Under this division are grouped all of the organizations having to do with the unfortunate and underprivileged including Aid of the Aged, American Red Cross, Child Welfare League and other similiar agencies.

AMERICAN CITIZENSHIP

This division deals with the patriotic observances, particularly with the induction of newly made citizens. All Posts of the American Legion, Veterans of Foreign Wars, Etc., and Auxiliaries are cooperating in this division. Its able director is Leo Bietz.

AGRICULTURAL

This division is to aid the farmer in the problems confronting him by reason of the Arsenal.

GOVERNMENT

This purpose of this division is to use city and county governmental units to assist in the general program of the Federation.

INDUSTRIAL

This division furnishes a service to all local industries in their problems of the federal government and the displacement of workers in the community.

FRATERNAL

This division includes all of the luncheon clubs and is designed to be the "flying squadron" to carry out objectives requiring swift action upon the part of the Federation.

ACCOMPLISHMENTS

To date the Social Federation of Portage County has been instrumental in getting the following Federal Grants.

Addition to Robinson Memorial Hospital.....	$150,000.00
Bookmobile--from State of Ohio.....	3,000.00
School Personnel and transportation.....	38,000.00
Trunk line sewer (Ravenna-early approval expected).....	285,000.00
2 Dormitories--500 girls, Cotton Corners--approximately.	500,000.00
	$976,000.00

INTERVIEW

Judge Cook
Social Federation of Portage County
Kent, Ohio
August 7, 1941

Judge Cook enlarged about the work of the Social Federation in coordinating the many activities of the county, including Newton Falls, in preparation for the great influx of defense workers. He evidently is the leader in this work and has inspired all sorts of organizations and all kinds of people to become active in the social work.

There are about 14 committees working at present. Housing, recreation, education, citizenship, labor relations, government, law enforcement, health, and religion are some of the committees that have already made some accompolishments.

Mrs. Upham, executive secretary of defense housing, working under John Farrell of the Atlas Powder is the leader of the housing group. Her salary is being paid by the Atlas Company but the county foots the bill for her automobile and travel. The housing committee has plans for two dormitories in Ravenna, each housing about 250: 1 for men and 1 for women. 700 small housing units have already been constructed by private capital.

In the county are two small colleges, one at Kent and Hiram College. These institutions as well as the public schools have opened up their armories, athletic fields, laboratories, and libraries to defense workers without charge. Their many courses in manual arts and business are open to industrial workers. The colleges and all institutions offer to give credits for courses satisfactorily pursued. These institutions will be opened day and night to defense workers so as to accommodate those on all 3 shifts.

Heading the labor relations committee is Dr. Anthony who also heads the Central Labor Union of Kent. The Ravenna plant is similar to Toledo in its consideration of strikes.

In the law enforcement group not only are the members of the legal profession interested but also the police force and saloon keepers. The saloon keepers in the couty have organized themselves into a small NRA to enforce legal selling.

The health group has an appropriation of $100,000 for the construction of a hospital.

The social action group in the churches is composed of all denominations and ~~sects~~ represented in the county including the Catholic, Jewish, and Protestant churches. They are coordinating their efforts and seem to be united in their projects.

The editors of all newspapers in the county are active upon the committee so that publicity is assured.

The NYA is furnishing 30 clerical workers in an office for the Social Federation located in Kent.

The home economist department of the public schools as well as of the two colleges are working with the consumers in an effort to keep down rentals and food prices. They also have made arrangements for classes in nutrition, etc.

Fraternal societies, trade unions, and women's clubs have given up much of their usual program work in order to have time to work actively on the various committees.

An effort has been made to pick the best leaders in the county to head each committee. Some of the committees are already working like a military organization. The response of volunters have been amazing.

Reverend Barnett has been appointed coordinator of the recreational program; under him are several assistants. He had applied for work with the CCC camp or the army but expressed himself as pleased with this assignment. He is a young Episcopal clergyman who has worked in Minnesota and Wisconsin.

Although the post office address of the Atlas Powder Plant is Ravenna, I was told that the selection of this locality by the army was made not only because it is a rural community but also because Newton Falls, which is a town nearest the plant, is more or less of a ghost town since the steel mill left it.

INTERVIEW

Miss Hazel M. Day
Personnel Department
Atlas Powder Co.
Ravenna, Ohio
Telephone: ~~Wheelen~~ 46 Wayland
August 6, 1941

Miss Day, as well as others interviewed, described the reluctance shown by Ravenna in adjusting itself to the sudden change in social conditions caused by the erection of the Powder Plant. Not until after another adjoining town in the same county, Kent, had given the initiative in facing the problems imposed upon it did Ravenna show any interest or make any move. But now the entire county is cooperating, including Newton Falls in the adjoining county which happens to be nearest of all the towns to the plant location.

In telling of her progress since she went to Ravenna in March, Miss Day stated that she now has in her personnel office 4 interviewers; educated and experienced women. They have been keeping weekly appointments in the State Employment Offices located in neighboring cities such as Canton, Massillon, Akron, etc. Thus far it has been the intention to limit these interviews to women living within a radius of 30 miles: At least the first placements of the industrial group will live within 30 miles and probably much less.

As yet there has been no production work, but possibly before September the first line will be operating. This will require about 35 girls. The development will be gradual, line by line, so that it will not be swamped suddenly by a large intake. Total production will doubtedlessly be 2,000 to 3,000, and 50% roughly, will be women. There will be 3 shifts so the Ohio State Law limiting the employment of women under 21 in night work will to a certain extent define the age of the workers, as she hopes to be able to rotate the shifts in 2 or 3 week periods. There will be some jobs for girls 18 to 21 years old but probably not on the production line.

Miss Day has been working with others of the firm on wage rates. It has been her desire to keep prices down both for lodging and in the commissary, and she hopes the wages will net, after living expenses, from $50 to $60 a month to the women.

There has been a large influx of housewives and Negroes applying for jobs. Most of the housewives have seemed out of the question, never having worked before, many past middle age, and with little conception of factory organization. From her experience in the General Electric , Miss Day perfers to hire, as far as possible, the unmarried woman. The only openings for Negro women will probably be in the commissary and in dormitories.

Although some applicants are now employed in other industries, Miss Day has felt that it might be better not to employ the rubber workers. She was afraid the type of rubber worker would not fit in to this line of work and mix well socially with the untrained workers that she must employ. I spoke a word for the rubber workers, explaining to Miss Day the possibility of unemployment in this industry due to priority rulings.

At the time of the visit a large old well built house in Kent was being renovated to accommodate 15 girls. There were also rooms available in private homes, recommended by Miss Upham, who is a local resident of Kent and has an intimate knowledge of the entire county due to her previous civic interests.

When Miss Day was in Washington in March, she met Mr. Carl Brant or Brandès (she had no record of the name) who had plans for defense housing, including dormitories. They anticipate building dormitories that will house a few hundred each and she hopes at least two dormitories for women will be built near the plant so that they will be convenient to the commissary. About 15 ~~women~~ men were employed in August in the construction gangs and many trailers had been provided to accommodate these men. Miss Day said that buildings went up with great speed.

DIVISION DIRECTORY

The Social Federation

of

Portage County

Ohio

1941

The Social Federation of Portage County

Purpose:

To promote the welfare of all the people of Portage County, including temporary and permanent employees in the area of the new defense project by:

1. Coordinating existing agencies.
2. Formation of such new agencies as may be needed.
3. Assisting such agencies in the solution of problems of the community.
4. Welcoming these new residents and assisting them to become a part of our community life.

Component Elements:

The Federation shall include representatives of civic, welfare, health, religious, educational, and recreational organizations of Portage County and public officers whose duties relate directly to social welfare and other organizations interested in social welfare.

Government:

The governing body of the Federation shall consist of:

1. An Assembly consisting of one or more representatives officially designated by groups or officers comprising the Federation.
2. An Executive Committee of 10 members elected by the Assembly. The selected personnel is not limited to representatives in the Assembly. The Committee shall direct the activities of the Federation in the accomplishments of its objectives.

Officers of the Federation for 1941:

President—Judge Blake C. Cook
Vice President—Dr. P. L. Harris
Secretary—Robert Dix

Members of the Executive Committee:

Albert Caris
Roger Thomas
Calvin Rausch
Robert Dix
Mrs. S. U. Sivon
B. D. Darnell
Prof. Donald Anthony
Rev. W. T. Hinzeman
John Farrell
Col. Raphel Chavin
Mrs. C. C. Soper
Dr. John Cuber
Rev. Leo Carlin
Mrs. E. C. Stopher
S. C. Bissler
Rev. Stephen Kelker

The Federation consists of the following divisions:

RECREATION

REV. STEPHEN M. KELKER, Director

Objectives:

To provide and supervise recreation for men, women and children in Portage County.

A three-fold distinctive program for the Arsenal Plant, Kent and Ravenna.

A program of outdoor and indoor activities to include: Commercial recreation, bowling and pool; Play grounds, tennis and public dancing; Baseball, boxing and swimming; Dramatics and musical entertainment; A lecture course; Arts and crafts.

Recreation facilities:

Armories at Kent and Ravenna; Kent State University; Hiram College.

Officers and Organizations participating:

Municipal recreation committees, Kent and Ravenna—J. F. Stevenson, Ravenna; Ernest Ferry, O. L. McArtor, Jos. DeLeone, Chas Young, S. M. Kelker, Kent.
Field Representative—Joseph Barnett.
B. P. O. Elks, Kent—C. R. Mosher.
B. P. O. Elks, Ravenna—Edward Wascko.
American Legion Post, Kent—H. W. Kenna.
American Legion Post, Ravenna—
Fraternal Order of Eagles, Kent—
Fraternal Order of Eagles, Ravenna—Chris Bruner.
Loyal Order of Moose, Ravenna—
Kiwanis Club, Ravenna—Leon Hubbell.
Kiwanis Club, Kent—
Rotary Club, Kent—
Rotary Club, Ravenna—S. E. Motz.
Veterans of Foreign Wars, Ravenna—L. C. McCardel.
Veterans of Foreign Wars, Kent—Douglas Rupp.

Recreation for colored people:

John Ervin, Kent, Director.

Women's recreation:

Mrs. W. Logan Case, Ravenna, Director; University Women's Clubs; Dormitory recreation.

HOUSING

ROBERT DIX, Director

Objectives:

To contact State and Federal governments re selection and location of temporary housing facilities.
To promote the erection of housing units by private capital.
Home and room registration.

Officers and Organizations participating:

Ravenna Chamber of Commerce—Judge W. V. Filiatrault, Chairman.
Kent Chamber of Commerce—Charles Gilbert, Secretary.
Ravenna Junior Chamber of Commerce—Paul Strahl, Representative.
Kent Junior Chamber of Commerce—William Smith, Representative.
County Agricultural Agent—Roger Thomas.
Home and Room Registration Service—Emily Upham.
Fair Rent Division—Dr. Arden Allyn, Director, Claude Watters, Col. R. S. Chavin, John H. Farrell, Glenn Reed, Ralph Eddick, Garrettsville, Seabury Ford, Aurora, Rev. M. G. Nicola.

AMERICAN CITIZENSHIP

LEO BIETZ, Director

Objectives:

To prepare persons of foreign birth to assume duties of citizenship.
To combat subversive movements.

Officers and Organizations participating:

Legion Posts and Auxiliaries, Kent, Joseph T. Escott; Mantua, A. C. Wilson; Ravenna, Walter Smith; Garrettsville. Frank Purdue.
Veterans of Foreign Wars and Auxiliaries, Kent, Ravenna.
Daughters of the American Revolution.
Women's Club of Kent—Mrs. E. C. Stopher.
Women's Club of Ravenna—Mrs. Bertha Woods Lozier.
Women's Civic Club of Ravenna—Mrs. Effie Butler.
Portage County P. T. A.—Mrs. H. B. Gardner.

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B. P. O. Elks, Ravenna—Edward Wascko.
American Legion Post, Kent—H. W. Kenna.
American Legion Post, Ravenna—
Fraternal Order of Eagles, Kent—
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Loyal Order of Moose, Ravenna—
Kiwanis Club, Ravenna—Leon Hubbell.
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Women's Civic Club of Ravenna—Mrs. Effie Butler.
Portage County P. T. A.—Mrs. H. B. Gardner.

WELFARE

JUDGE GEORGE McCLELLAND, Director

Objectives:

To minister to the unfortunate and under-privileged.

Officers and Organizations participating:

Aid for the Aged—Mrs. Mary E. Schmiedel, Director.
The American Red Cross—William J. Dodge, Jr., Director.
Bureau of Public Assistance—Mrs. Elsie Dickert, Director.
Child Welfare League—Mrs. Elsie Dickert, Director.
Civilian Conservation Corps Selecting Agency—George Shields, Director.
Farm Security Administration—Hugh K. Clifton, Director.
Kent Community Chest and Welfare Association—Mrs. Elizabeth Foust, Director.
Portage County Home—David E. Wilson, Director.
Portage Co. Relief Commission—George Shields, Director.
Soldiers and Sailors Relief Commission—Spencer Collins, Director.
Unemployment Compensation Commission—James N. Shepherd, Director.

EDUCATION

CALVIN RAUSCH, Director

Objectives:

To extend educational facilities to the people of Portage Co.
To reorganize the county school system with State and Federal aid.

Officers and Organizations participating:

Kent State University.
Hiram College.
Kent City Schools—J. W. Spangler.
Ravenna City Schools—H. Larry Brown.
Adult Education—Giles Guthrie.
Hiram College Library Facilities—Jessie Smith.
County Board of Education.
Township Boards of Education—Paris, Charlestown, and Windham.

HEALTH

DR. P. L. HARRIS, Director

Objectives:

To promote public health by preventive and curative measures.
To obtain Federal aid for added hospital facilities and a health center.

Officers and Organizations participating:

Portage County Board of Health—Dr. E. H. Knowlton, Mantua.
Portage County Medical Association—Dr. B. H. Nichols.
Portage County Health League—Dr. A. O. DeWeese, Director; Calvin Rausch, Mrs. Harry Clyde, Carl Wertenberger, Mrs. E. C. Stopher.
Portage County Preventorium—Mrs. W. R. Zingler.
Portage County Health District—Dr. P. L. Harris, Director; Anna Morgan, Goldie Young, Carolyn Cahill, Jennie Smith, Georgia Pritchard, Margery Kingsbury, Stanley Markey.
Kent Red Cross Visiting Nurses—Mrs. Laura Otto.
Ravenna Red Cross Visiting Nurses—

LABOR RELATIONS

DR. DONALD ANTHONY, Director
Kent State University

Objectives:

A fair deal for labor without strikes.

Officers and Organizations participating:

Central Labor Union of Portage County, A. F. of L.—Chris Miller, President.
Industrial Council of Portage County, C. I. O.—Homer Semler, President.

AGRICULTURAL RELATIONS

ROGER THOMAS, Director

Objectives:

To aid in the social problems of the community involving agricultural activities.

Officers and Organizations participating:

Portage County Agricultural Council—H. B. Treash, Kent R. 1; Earl Monroe, Mantua; L. V. Merrill, New Milford; R. M. Kirkbride, Suffield; H. D. Gibson, Ravenna R. 1; P. E. Norton, Deerfield; Ralph Hinman, Ravenna R. 1; A. P. Schweizer, New Milford; S. R. Carlisle, Garrettsville; Richard McGrew, Kent R. 1; Mrs. Ernest L. Foster, New Milford; Mrs. Lee Dutter, Mantua; Mrs. Robert Yeend, New Milford.

Pomona Grange and all subordinate Granges in Portage Co.

All Farm Bureaus of Portage Co.

RELIGION

REV. C. J. MAYHEW, Director

T. G. BUXTON, Director

Objectives:

To bring to the people the ethical and cultural advantages of the Church.

To establish a county Y. M. C. A. and Y. W. C. A.

To coordinate the efforts of religious groups of all churches and creeds.

Officers and Organizations participating:

Protestant Church Council.

Reception Committees—Mrs. A. E. Clark, Mrs. Jessie Newell, Mrs. S. C. Curtiss, Windham.

Social Action Committees of all Protestant Churches—Mrs. Chas. S. Curtiss, Mr. Irving Bauer, Mr. Paul Shively, Windham.

Catholic Churches.

Reception Committees.

Social Action Committees of all Catholic Churches.

Knights of Columbus.

Catholic Daughters of America.

GOVERNMENT

MERVIN SMITH, Director

Objectives:

To coordinate the efforts of City and County governmental units to promote good government and to assist in the social adjustment of Portage County.

Officers and Organizations participating:

Board of Commissioners—Mervin Smith, Chairman; Charles Horning, Claude Watters, Evan Jenkins, clerk, Jessie Eldridge, asst. clerk.

Mayors—Alf Lovell, Kent; Seth Sloan, Ravenna.

City Council, Kent—E. L. Kindice, President; Albert Meyers, Paul Yacavona, Louis F. Gombert, Mrs. E. C. Stopher, Henry Ahearn, John Terry, Paul Heltman.

City Council, Ravenna—Dick Kertscher, President; Jack Quillen, Ernest Gray, Harry Beck, Jr., Harry Wright, Marion Richards, James Slaven, Robert Stockdale.

State Highway Department—Floyd Bixler, Ravenna.

LAW ENFORCEMENT

ROBERT L. FITZGERALD, Director

Objectives:

To enforce City, State and Federal laws.

Officers and Organizations participating:

Mayor of Ravenna; Mayor of Kent; Chief of Police of Ravenna; Chief of Police of Kent; Retail Liquor Dealers of Ravenna (Code), Wayne Anderson; Retail Liquor Dealers of Kent (Code), Ed Karper.

CONSUMERS DIVISION

DR. C. C. KOCHENDERFER, Director

Objectives:

To furnish information upon prices of commodities.

Officers and Organizations participating:

Kent Women's Club—Mrs. Edith Olson.
Home Demonstration Agent—Velma Golding Ewing.
Farm Security Administration—Dorothy Sweaney.
Merchants Division—Ralph Smith, Director, Orville Christman, Jack Reisman, Julius Sisson, Clyde Harper, E. J. Kline.
Parent-Teachers Association—Mrs. Geo. Veon.
American Association of University Women—Mrs. Earl Crecraft, Mrs. Fren Musselman.
Nutrition—Mrs. David Watkins, Director; Bertha Nixson, Vivian Garrett, L. V. Merrill, Mrs. H. C. Meacham, Homer Correll, Mrs. A. D. Reese, Nellie E. Dalrymple.

SAFETY

LORIS TROYER, Director

Objectives:

To conserve human life by promoting safety.

Officers and Organizations participating:

Safety Council of Portage County
Kent Auto Club—Margaret Mitchell.
Ravenna Auto Club.
Kent Fire Department—Robert Clark.
Ravenna Fire Department—A. J. Suter.

FRATERNAL ORGANIZATIONS

LEON HUBBELL, Director

Objectives:

To promote a unity of effort by all fraternal organiations having a program of community service.

Officers and Organizations participating:

Kiwanis Club, Ravenna—Leon Hubbell.
Kiwanis Club, Kent—
Rotary Club, Kent—
Rotary Club, Ravenna—S. E. Motz.
Rotary Club, Garrettsville—
American Legion Post, Kent—
American Legion Post, Ravenna—
American Legion Post, Mantua—
American Legion Post, Garrettsville—
B. P. O. Elks, Kent—C. R. Moser.
B. P. O. Elks, Ravenna—Edward Wascko.
Emblem Club, Kent—Mrs. Cliff Horning.
Loyal Order of Moose, Ravenna—
Fraternal Order of Eagles, Kent—
Fraternal Order of Eagles, Ravenna—Chris Bruner.
Pomona Grange of Portage County—L. V. Merrill.

Files

July 14, 1942

Mrs. Henry Gotley, Chairman
Housing Committee
Delaware County Welfare Council
Court House
Media, Pennsylvania

My dear Mrs. Gotley:

Your letter written to Miss Dublin about temporary dormitories for housing women workers has been referred to the U. S. Women's Bureau.

I am enclosing a bulletin published by the Bureau recently in which you will find some basic recommendations. On page 26 you will notice the statement that accommodations in a single dormitory be limited to 50 to 60 women. This is the standard followed by the Federal agencies which have been responsible for housing. However, there may be many wings of 50-60 persons in one dormitory unit.

From visits to defense areas made by agents of the Women's Bureau - there are several fundamental necessities which should be emphasized.

(1) Eating facilities should be made easily accessible to women living in the dormitories. Plant cafeterias have not supplied the need.

(2) Transportation facilities should be provided where necessary.

(3) Laundry and pressing facilities should be provided.

(4) Since workers sleep at odd hours, due to the three shift operation of plants, dormitories should be constructed so as to deaden as much noise as possible.

If you have any further questions about facilities for women workers I will be glad to have you write me.

Sincerely yours,

MC
LB

Mary Anderson, Director.

OFFICE OF CIVILIAN DEFENSE

Washington, D. C.

JUL 10 1942

WOMEN'S BUREAU
JUL 11 1942
DEPARTMENT OF LABOR

Miss Mary Anderson, Chief
Women's Bureau
U. S. Dept. of Labor
Washington, D. C.

Dear Miss Anderson:

Mrs. Henry Gouley, Chairman, Housing Committee, Delaware County Welfare Council, Court House, Media, Pennsylvania, has written us asking what is considered the desirable maximum number of single individuals, men or women, to be housed in dormitories. A copy of her letter is enclosed.

I have written Mrs. Gouley stating that I understood the Women's Bureau had made a number of studies which might be of assistance to her and that I would bring her inquiry to your attention. We would greatly appreciate any assistance you may be able to give Mrs. Gouley.

With all good wishes.

Sincerely,

Mary Dublin

Mary Dublin, Director
Survey Division
Civilian Mobilization
Branch

Encl.

FOR VICTORY
BUY
UNITED
STATES
DEFENSE
BONDS
AND
STAMPS

COPY

DELAWARE COUNTY WELFARE COUNCIL
Court House, Media, Penna.

July 2, 1942

Miss Mary I. Dublin
Department of Survey
Office of Civilian Defense
Dupont Circle
Washington, D. C.

Dear Miss Dublin:

Mr. Lyman S. Ford, Director of Community Chests and Councils, Inc., suggested that we refer our inquiry to you. It was his opinion that from your experience on the Tolan Committee you would be able to refer us to the proper sources for further information.

The Delaware County Welfare Council has in the past year been consulted by and has conferred with all federal agencies responsible for housing workers coming into this key industrial area. There has been a steady, ever-increasing influx of workers. Now, with at least 20,000 more expected by January 1, 1943, the situation is grave.

Because of the critical housing shortage and the time consumed in building permanent structures, we are attempting to evaluate the merits and hazards in temporary housing so that when we confer with National Housing Agency representatives we can have a point of view based upon facts.

We should like to know whether your department has studied the effects, if any, on single individuals or families of living in temporary houses or trailers. Especially are we interested to learn as much as we can about the effects of housing individuals and small families in dormitories. What is considered the desirable maximum number of single individuals, men or women, to be housed in dormitories?

We should appreciate receiving your reply within a week.

Sincerely yours,

Signed
Mrs. Henry Gouley
Chairman, Housing Committee

June 4, 1942

Mrs. Harry M. Armitage, Chairman
Day Care Committee
Delaware County Welfare Council
Court House
Media, Pennsylvania

My dear Mrs. Armitage:

Your letter of April 23 addressed to Mrs. Mary Rice Morrow has been referred to me for reply.

In this letter you explained how necessary it is for you to have current figures concerning the number of women employed in Delaware County, Pennsylvania, in connection with your plans for day care for children of working mothers. I understand from Miss Rebecca Smaltz, Women's Bureau representative in Philadelphia, that all data which the Women's Bureau is able to secure concerning the number of women employed in Delaware County is being furnished you regularly by her. It is extremely difficult to secure this kind of information in detail, but Miss Smaltz will be very glad to cooperate with you to the extent of her ability.

Sincerely yours,

Mary Anderson, Director.

Womens Bureau

NT OF LABOR
STANDARDS
TON

Margaret Anderson

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

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SYMBOLS

DL = Day Letter
NT = Overnight Telegram
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

A. N. WILLIAMS, PRESIDENT
NEWCOMB CARLTON, CHAIRMAN OF THE BOARD
J. C. WILLEVER, FIRST VICE-PRESIDENT

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

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ANNE LARRABEE, CHIEF CLERK WOMENS BUREAU=

=U S DEPT OF LABOR=

Stat. Cadm. Needs.

STAYING AT THE PARKER HOUSE IN BOSTON=

BERTHA WIENBURG MARGARET KAY ANDERSON.

L.V. L.W.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

Adelphia Hotel
Philadelphia, Pa.
April 6, 1942

Bertha Nienburg
Assistant Director
Women's Bureau
U. S. Department of Labor
Washington D. C.

Dear Miss Nienburg:

The copy of the letter from the Navy Department authorizing my visit to the Navy Yard and Brewster Aircraft did not mention Piper Aircraft in Lock Haven, Pennsylvania and I wondered if I was suppose to go to the latter place anyway. Also, Miss Smaltz pointed out that the main Brewster plant is at Long Island City, N. Y. and she thought there was also a plant at Newark, N. J. Do you want me to go to these Brewster plants also?

Miss Smaltz also said there were 76 women employed at the Fleetwing plant near Bristol, Pennsylvania and there was a possibility that many more would be employed in a new addition to the plant which was to be completed in March 1942. This plant is manufacturing subassemblies such as tails, wings, etc.

There is also the Kellett Autogiro Corporation right in Philadelphia which is making enginemounts, bomb bay doors, fins, etc. It has some women employed on aircraft sheet metal work and is contemplating the use of more women.

Do you think I should visit these two aircraft plants? (Pardon this shift of typewriters in midstream, but I am typing this in a typewriter rental place and the first machine broke down.)

I was out to the Frankford Arsenal and was given some news that was considered very confidential and I should not give it to anyone outside our Bureau. In addition to the addition to the Instrument Division which is just nearing completion and will go into production in about thirty days, the Army has purchased property adjacent to the Arsenal for construction of new buildings for both the Small Arms Ammunition Division and Instrument Division. Construction is to be started immediately and should be completed in six to nine months. In this new area 14,000 to 15,000 additional people will be employed, 6000 of which are expected to be women. The distribution of these workers between the Instrument Division and Small Arms Ammunition Division was not known as yet.

In the Instrument Division an increasing amount of production

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

work was being done in addition to the repair work and an increasing number of women are being used on grinding, polishing, and optical instrument assembly.

I spent the entire day Saturday out at the Signal Corps Depot and found that I was most welcome. They have an extensive pre-service training program that falls into two categories: mechanic learner training and junior engineering aide training. Those trained as mechanic learners will do repair work on radio, telephone and instrument equipment, and those trained as junior engineering aides will be used as field inspectors in plants manufacturing signal corps equipment. During this year 1000 are to be trained as mechanic learners and they want four-fifths of these to be women; 3000 are to be trained as junior engineering aids and they want 70% of these to be women if possible.

They are having no difficulty getting the mechanic learners but they are having great difficulty getting the junior engineering aids and they were most anxious to receive any help possible in interesting women in the latter. I went into various ramifications of the problem in great detail and I am to return there today to continue this. Tomorrow I expect to see Miss Smaltz and Mrs. Hager and discuss the whole situation with them, and will keep you posted on further developments.

At the Signal Corp Depot there was a Dr. Louis W. Moss, administrator of the Civilian Training Program and he teaches a course in Vocational Guidance at Temple University. He was most interested in hearing of the new fields of employment developing for women in war industries which I related to him, and he asked if it would be possible for me to speak before his class of about 50 students on Monday, April 13th and tell them of new vocational opportunities for women. He said most of the members of the class were counselors and vocational guidance people in schools in this area. I said I would have to let him know later in the week for certain whether or not I could be there. I don't know what the policy of the Bureau is regarding a matter like that but it seems like it would be worthwhile. If I should have finished Philadelphia by a week from now, and you want me to speak there, should I make a special trip back, or what? I would like to know what to tell him as soon as possible.

With things developing at the Signal Corps as they are it seems very possible that I will be here through this week.

Sincerely,

Margaret Kay Anderson

File Narrative #2

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

RECEIVED MAR 27 1942 DEPARTMENT OF LABOR

Akron, Ohio
March 23, 1942

Dear Miss Nienburg:

In going over some of the U. S. Employment Service Reports I ran across a reference to the Thompson Products Co. in Cleveland. It says a new $12 million plant is being built and it is just going into operation in the manufacture of airplane engine parts. March 1st 2600 shop workers and 500 office workers were to be transferred from the parent company to this plant and a peak employment of 6000 was to be reached July 1, 1942. About 1000 women will be trained for work in the plant. Now the question is, if they are only making airplane engine parts and not wing, fuselage or control surface, etc. assemblies should I visit them anyway?

Also, ran across a notation that 10,000 were employed by Wright Aeronautical Corporation in Cincinnati, 900 of whom were women. Down in Hamilton, Ohio there is also the

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

Kings Mills Ordnance Plant under construction and small arms ammunition is to be manufactured there. Production is to start May 1, 1942, 2300 will be hired at peak employment, 60% of whom will be women.

I am going to Goodyear Aircraft tomorrow.

Sincerely

Margaret Hay Anderson

January 7, 1942

Miss Margaret K. Anderson
Royal Ark Hotel
Toronto, Canada

My dear Miss Anderson:

At Miss Stitt's request, and approved by Miss Wienburg, will you please add on page 5 to the firm schedule used in the Community study this question? f. When hours exceed State legal limit, are permits from State Labor Commissioner on file?

Sincerely yours,

Isadore Spring,
Chief Statistician.

IS:
MBG

Spring.

Delaware County Welfare Council

Court House, Media, Pa. Media 617

MEMBER OF
COMMUNITY FUND PHILADELPHIA AND VICINITY
COMMUNITY FUND CHESTER AND VICINITY

April 23, 1942

U. S. Department of Labor
Womens Division
Washington, D. C.

Attention: Mrs. Morrow

My dear Mrs. Morrow:

The Committee on Day Care for Children of Working Mothers finds that it is impossible to get figures on women employed in Delaware County's twenty major defense industries without contacting each plant. Although figures can be gotten in this way at a given date, it is impossible to constantly contact twenty different sources to keep our figures up to date.

As it is necessary to base plans for Day Care on numbers of women employed in these plants, it would be very helpful if local federal employment offices could begin to break their records down into men and women, keeping the figures as current as their total employment figures. Until we would have this information available from the local federal employment office, where is the best place for us to go for this information? Have you any information on women employed in Delaware County that would be of help?

Sincerely yours,

Emily P. Armitage

(Mrs. Harry M. Armitage), Chairman
Day Care Committee

M:m

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Sydney V. Rowland, 1st Vice-Pres. Wayne
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March 27, 1942

Rear Admiral John H. Towers
Bureau of Aeronautics
Navy Department
Washington, District of Columbia

Refer: No. AER-3-KHM
A2-14 (3)
EL
QM (1127)
008432

My dear Admiral Towers:

I am sure you will be interested to know that from January to February the number of women employed in aircraft assembly plants increased by about 70 percent. Whereas only a few firms were really interested in their employment before December 7th, today all are eager for assistance in inducting women into their services.

When we wrote you on December 18th, the Naval Aircraft Factory, Philadelphia, and the Brewster Aeronautical Corporation, Hatboro, Pennsylvania, were not included in the list of plants to be visited. As the Commanding Officer has now indicated concern in this matter, we would like to have our representative, Margaret Kay Anderson, call at the plant some time next week. May I ask, therefore, that authorization be granted for such visit?

Sincerely yours,

Mary Anderson, Director

MKM:LW

January 7, 1942

Mrs. Carrie G. Hager
Park Central Apartments
519 North 33d Street
Philadelphia, Pennsylvania

My dear Mrs. Hager:

At Miss Stitt's request, and approved by Miss Nienburg, will you please add to your schedule on page 3 this question?

e. When hours exceed State legal limit, are permits from State Labor Commissioner on file?

Sincerely yours,

Isadore Spring,
Chief Statistician.

IS:MEG

Nashville, Tennessee

Summary of Survey

(A complete community survey was not made because the chief object of the visit to Nashville was the war industries.)

I. Persons Interviewed

Tennessee State Employment Service
State Office, Cotton States Building
Dr. Paul Jessen, State Director
Dr. C.E. Love, Asst. State Director
Dr. Joseph A. Frank, State Research Director

Nashville Chamber of Commerce
315 - 4th Avenue North
Mrs. Margaret Mager, Director, Division of Industrial Research

Y.W.C.A.
211 - 7th Avenue North - General Office
Ina Scherrebeck, General Secretary
Miss McLeod, Business and Industrial Secretary
Miss Delight McGeath, Counselor

Selective Service Headquarters
319 - 7th Avenue North
Major J. R. Crittenden, State Advisor on Occupational Deferment

National Defense Training - Davidson County Schools
County Board of Education, County Court House
Mr. C. T. Brockett, Director, NDT Davidson County Schools

National Defense Training - Nashville City Schools
Hume-Fogg High School, 8th and Broad
Mr. F.S. Hill, Director, NDT in City Schools

II. General Comments:

A number of major industries and small establishments are producing defense items - 35-40% of the industrial workers in Nashville are women, but the use of women in metal trades and machine shop operations was a decided innovation in the midsouth section of the United States. It has also changed the attitude toward women working in industry.

The chief industries which employed women in pre-defense days were: garment industries, hosiery mills, snuff and tobacco factories, bedding and mattress companies.

There has been very little inmigration of workers except of construction workers, foremen, supervisors, machinists, tool and die makers

DECLASSIFIED
E.O. 11652, Sec. 3(E) and 5(D) or (E)
Authority NND 759012
By [illegible] NARS, Date 3-3-25

General Comments (cont.)

and other skilled workers even more of these men will have to be brought in. However, there is an adequate supply of unskilled and semi-skilled workers within commuting distance.

Shortage of Agricultural Workers --

Both the State Advisor on Occupational Deferments in the Selective Service Headquarters and the State Director of the Tennessee State Employment Service pointed out the shortage of agricultural workers, and the necessity of getting women into agricultural work both as seasonal and year around workers. Women would have to operate trucks, tractors and other farm machinery, pick fruits and vegetables and work in the dairy products industry. They were speculating as to methods of attracting women into this type of work.

III. Housing

There are four slum clearance projects in Nashville, two white and two colored.

Two defense housing projects:

1) Berry Hill Project - There are many vacancies in this project and for two months there have been ads run in the papers for renting some of the houses.
2) Vine Hill Project - Reserved for Vultee employees and there are vacancies here also.

When Vultee first came to Nashville the Farm Security Administration erected six dormitories and 300 trailers for housing single men but they were never filled so the project was discontinued.

The Local Division of Defense Housing Coordination reported the following vacancies in Nashville as of Feb. 20, 1942, and these figures do not include government housing projects:

Family units for rent --	865
" " " sale --	177
Rooms ----------	529

The apparent adequacy of housing is due to the active private building program resulting in a surplus of houses. Due to the smoke problem many of the new houses have been built out toward Vultee and other suburban areas. A housing shortage may develop for families when some of the proposed defense projects get under way.

Housing facilities for women --

Y.W.C.A. -- The Y.W.C.A. has two residence centers, one in the main building which has accommodations for 119 permanent guests and 25 transients, and Gannon Hall which accommodates 96 girls. There are eating places at both residences. In 1941 182 girls were housed in the main building and 207 were housed in Gannon Hall.

Housing (cont.)

Age ranges of those housed in the two YWCA residences in 1941:

18-24	years of age	263 girls
25-29	" " "	85
30-34	" " "	32
over 35	" " "	9

Both the YWCA residences are filled to capacity with a waiting list of 10 to 30, but this is more or less a normal situation existing even before the war. However, the YWCA has a room registry with a volunteer committee investigating the rooms, and it has no difficulty in finding adequate accommodations in these rooms. So far have felt no great added pressure for rooms.

Girls' Christian Home (Presbyterian) -- accommodations for 25-30 girls. Always is filled to capacity. Girls are charged a certain percentage of their salary.

Church of Christ Home for Girls -- accommodations for 65 girls and is filled to capacity. Very conservative, and will not permit girls working at Vultee, who must wear their slacks home, to live there. Rates based upon girls' salaries. Within walking distance of town.

IV. Recreation

Y.W.C.A. -- The YWCA has always been somewhat of a recreational center because of its central location. The main building has a swimming pool and gymnasium. The YWCA also has a colored branch with a residence accommodating 20.

As yet, the YWCA has made no changes in its recreational or educational program for the girls working at Vultee because the group has been so small up to the present. Some of the girls at Vultee have dropped out of the YWCA activities because of their long and late hours of work and the difficulty of getting cross town due to inadequate bus facilities.

Soldier parties are given by the YWCA, YMHA and Knights of Columbus A Citizen's Committee on Soldier recreation organizes these parties and dances. There is no U.S.O. in Nashville.

General recreational facilities --

Nashville has always had adequate recreational facilities provided by the city but there has not always been adequate recreational leadership. However, the recreational facilities for the colored are inadequate and the Council of Community Agencies is trying to improve these facilities.

V. Transportation

Cross town buses are needed in Nashville and provisions have been made for the purchase of 40 new bus lines and the establishment of new bus routes. There is regular bus service to the Vultee plant but more buses will have to be added. The main problem is getting out to the residential areas upon reaching the city center from the plant.

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

To—		From—	Re Attached Please—
	Anderson.		Approve
	Nienburg.	✓	Comment
	Larrabee.		Note
	Benham.		Note and return
	Best.		Reply
	Erickson.		Draft of reply
	Files.		Signature
	Hyde.		Would like to discuss
	Manning.		File
	Mettert.		
	Pidgeon.		Date
	Robinson.		
	Smith, F.		Note: Miss Carson:
	Spring.		As we have
	Steel.		made no
	Stitt.		city surveys -

0 F O 14—3769

yes, I think we should not send them to the Re-

Miss Ericcson.

These have been sent to U S O. - We are getting reports together now to send to Regional offices of Fed Security - Do you think this should not go?

Confidential

SUMMARY - COMMUNITY SURVEY MEMPHIS, TENNESSEE AREA
(February 1942)

I. Industrial pattern of Memphis

Fisher Memphis Aircraft Division
Chickasaw Ordnance Plant (Tennessee Powder Company), Cordova, Tenn.
National Fireworks Company
Continental Piston Ring Co.
Sefton Fibre Can Company
R. F. Hungerford Lumber Company
C. T. Small Automatic Machinery Co.
Union Manufacturing Co.
Ernst Bischoff Co.
Thompson-Katz Lumber Co.
Anderson-Tully Co.
Memphis Butcher Block Co.
E. L. Bruce Co. - prefabricated houses
National Rose Spring and Mattress Co. - mattresses
Downcraft Co. - comforters
U. S. Bedding Co. - mattresses
Slumber Products Co. - mattresses
Buckeye Cotton Oil Co. - cotton linters
Carloss Well Supply Co. - water well equipment
Layne & Bowler, Inc. - water well equipment
American Finishing Co. - sand bags
Bluff City Awning Co.- canvas tool roll
Southern Central Co. - stationery products
Tennessee Soap Co. - soap
Abraham Brothers Packing Co. - boneless beef
U. S. Quartermaster Depot

Memphis has been more of a trade and transportation center than a manufacturing center, with the chief manufacturing industries being related to raw cotton and hardwood lumber. It is the world's largest inland cotton market and largest producer of cotton seed products. It is also the largest hardwood lumber market in the world.

The metal trades have been relatively insignificant. The Ford Motor Company had an automobile assembly plant which has now been closed down, and the General Motors had a Fisher auto body parts plant which has now been converted into a plane subassembly plant.

Up to the present time there have been very few women in industrial work in Memphis, and those that were in industry were primarily in the food products, cosmetics, medicine, toilet goods, burlap and cotton bag, and cotton garment industries.

Some of the main women employing factories are listed below, and the employment figures are for the year 1936:

	Total	Female	White	Colored	Male	White	Colored
Nona-Lee Dress Co.	102	97	90	7	5	2	3
Bemis Bros. Bag Co. (burlap, cotton & paper bags)	114	53	43	10	61	60	1
M. M. Bosworth Co. (bags)	151	119	49	70	32	7	25
Plough, Inc. (drugs, cosmetics, shoe polish, spices, etc.)	424	243	177	66	181	126	55
W. T. Rawleigh Co.(spices, extracts, food products, etc.)	105	51	48	3	54	33	21
American Snuff Co.	431	221	218	3	210	138	72

Ford Motor Company in Memphis-- Closed permanently January 27, 1942, and 1,100 men were laid off. There was no definite information as to what was to be done with the plant.

Firestone Tire and Rubber Company - Have been manufacturing heavy duty truck tires and airplane tires but this line is being discontinued due to rubber shortage. It is reported that they will now manufacture barrage balloons and assemble gas masks.

January 1942, 2,400 men were employed but since then some have been laid off. If balloons and gas masks are to be manufactured, about 1,000 women will be hired within next six months.

II. Labor Supply

Labor market area of Memphis -- Fayette, Shelby and Tipton Counties in Tennessee, Crittenden, Cross and St. Francis Counties in Arkansas, and DeSoto Counties in Mississippi form the labor market area.

The total population in this area is 573,400 and over $\frac{1}{2}$ or 292,300 are women, and 51% of this population is colored. The predominance of females exists just in Shelby County.

File of active registrants at Tennessee State Employment Service in Memphis as of December 31, 1941: (30 day file)

County	Total	Male	Female
TOTAL	11,730	8,614	3,116
Memphis (Memphis, Fayette, Shelby & Tipton counties)	9,383	6,590	2,793
De Soto	169	141	28

County	Total	Male	Female
Marshall	327	251	76
Crittenden	495	446	49
Cross	905	786	119
St. Francis	451	400	51

30 day active file, Feb. 14, 1942 for City of Memphis and Shelby, Fayette and Tipton Counties:

Women	3,632
Men	8,522
Vets	535
	12,689

In some of the State employment offices the female registrants have increased 150% in one year when it became known that women would be employed in defense plants. Many of these women were never before on the labor market and many of the women formerly registered as clerical workers have shifted into the industrial classification.

Adequacy of Labor Supply —

Anticipate a 15,000 replacement and expansion demand during the year 1942, 8,000 replacements and 7,000 in expansion, and expect that 8,000 of the 15,000 will be female workers. This does not include construction workers.

The area surrounding Memphis is predominantly agricultural with 37% of the population being rural-farm. This group will have to be drawn upon for war production work as will the colored composing 51% of the population, and women composing 51% of the population, and older workers. The labor supply will be adequate if these sources are drawn upon. The only workers that might possibly have to be recruited from other areas are a few skilled tool and die makers and machinists, and maybe some agricultural workers during the seasonal peak in farming.

In general, the establishments in Memphis will not hire man 20-44 years of age unless they have two or more dependents or are skilled workmen. Many are hiring women for the first time, and taking older workers, colored workers and those physically handicapped. Most plants want women 18 to 35 years of age and those with manual dexterity. Many of the older men who had been on WPA are now going into defense industries.

In-migration -- There has been no in-migration of workers except for a few supervisors, foreman and skilled workmen, and construction workers on the U. S. Quartermaster's Depot and the Fisher Memphis Aircraft plant. Anticipate no further in-migration except if tire shortage becomes so acute that workers living in rural areas have to move to Memphis.

Y. W. C. A. Placement Bureau --

The Memphis YWCA still does some placement work but it is shifting more and more into counseling work on problem cases and making referrals to the State Employment Service. Its placement of industrial workers has always been of minor importance, the placing of household workers and nursery attendants predominating.

III. Housing in Memphis Area

Memphis --

Memphis has a Citizen's Housing Committee on which is represented the Chamber of Commerce, Real Estate Board, H. O. L. C., Memphis Housing Authority, Mortgage Bankers, Building and Loan Association, Mayor of Memphis and the Chairman of the County Commissioners.

Housing surveys have been made under the Memphis Housing Authority revealing 53% substandard housing in Memphis. This condition has been long existent and is not a result of in-migration of defense workers. There are no defense housing projects but there are five slum clearance projects (3 colored and 2 white). There is a scarcity of homes in the $25 to $50 rent range and this shortage will become much more acute if tire shortages make it necessary for defense workers to move into Memphis from the rural areas.

Residence centers for women in Memphis -- The YWCA has no residence center but it has a room registry with the Junior League cooperating in making investigations on the rooms listed.

Residence centers for women include:

1) W & YWCA (Women's and Young Women's Christian Ass.) -- 15 transient accommodations and 170 permanent accommodations. Not a part of the Y. W. C. A.
2) Elizabeth Club - accommodations for 30 women.
3) Lowenstein Club -- accommodations for 30 women.

The Elizabeth Club and Lowenstein Club are a part of the 19th Century Club founded at the time of the last war, and they have a common board of directors. Room and board is charged according to the earnings of the women, the clubs being subsidized.

4) St. Catherine's Club — non-sectarian; accommodations for 26 women, but in an emergency could accommodate 33.

The week ending February 20, 1942, representatives from the four women's residence centers and the YWCA had a joint meeting to coordinate their activities in the housing of women. A sketchy survey was made among the four groups to ascertain the conditions of housing for unattached women and they found that there was no housing shortage as yet. These centers are usually quite full but none of them had experienced a sense of pressure for housing of women. However, they did find a dirth of housing in low cost family units.

Three women in Memphis have started a private room registry for single men and women. They secure rooms and register them and get a fee from the individuals renting out the rooms.

Cordova —

In Cordova, Tennessee, near the site of the National Fireworks plant, there are no housing facilities whatsoever because Cordova is merely a small rural village about 20 miles from Memphis.

Millington, Tennessee.

The Chickasaw Ordnance plant operated by the DuPonts is about 2½ miles from Millington which has a population of 500 to 1000. Its housing facilities are very limited and when the workers at the DuPont plant can no longer get tires they may have to move to Millington and this would create a housing problem.

IV. Transportation

Fisher Memphis Aircraft Division —

There is bus service from the city to the plant. Many of the workers, however, commute from surrounding rural areas and the tire rationing may create a problem as far as they are concerned.

National Fireworks, Inc., Cordova, Tennessee —

About three-fourths of the workers commute from Memphis. There is no bus service from Memphis as yet, but some time in March a private bus company is to start running buses from Memphis.

Chickasaw Ordnance Plant, Millington, Tennessee —
Greyhound

Bus runs from Memphis to Millington, but there is no bus service from Millington to the plant which is about 2½ miles away. In 4 to 6 weeks a private bus operator is to start direct bus service from Memphis to the plant, but this bus will stop in just one place in Memphis and there will still be the problem of getting out to the residential sections from this central stopping point.

V. Recreation

Memphis --

For many years Memphis has had an extensive recreational program under the Park Department with many community houses scattered over the city. These facilities and the recreational program have expanded some since the defense program started.

Memphis has a USO Council and Director.

YWCA has gymnasium and meeting rooms but no swimming pool. Have started having an open house every Wednesday night with dancing and entertainment for the enlisted men.

The YWCA has not worked out any special recreational or educational program for women in the defense plants because the need has not been felt. Most of these women are local. The defense plants are still in the hiring stage and there is speculation as to what possibly may arise with the increased employment of women, but it is felt that most of the labor supply will be local.

Cordova and Millington, Tennessee --

There are no recreational projects at either of these towns and the need for them has not been felt because most of the workers are local and many of them commute from Memphis where there are recreational facilities. Those living in the rural areas normally go to Memphis for their recreation.

The WPA has developed extensive recreational programs in the smaller towns of West Tennessee, but most of these have been around defense projects employing men because no great numbers of women have been employed in the past.

VI. Milan, Tennessee --

General Notes

A shell-loading plant operated by Proctor and Gamble is located here. It covers 36,000 acres and is about 80 miles from Memphis. Source of labor from radius of 30 to 40 miles.

Housing and transportation --

There is no place to live in Milan and the majority of the workers are commuting in private cars. It was reported that some workers come in both buses and trucks operated by private companies. There is no defense housing project in Milan.

Number employed

Ultimately to hire several thousand women. At present it is estimated that 1,000 women are working.

Women's employment —

Women are being trained right on the job and it was said that most of the operations that they perform can be learned in 4 to 8 hours. Some women have complained of the heavy nature of the work such as lifting of heavy shells.

Child care —

A representative from the district WPA office in Memphis went to Milan on February 20, 1942, to determine if there was a need for a day nursery to care for children of mothers working at the plant. She found that the hiring program was still in its initial stages and it was impossible to determine how many of the women would need someone to care for their children.

Recreational facilities —

February 26, 1942, the WPA started a recreational project within the grounds of the ordnance plant. The grounds are to be improved and tennis courts and a swimming pool built. The War Department is sponsoring the project.

VII. Persons Interviewed.

Y. W. C. A. - 196 Monroe Avenue, Memphis, Tennessee.
Ethel Niermeyer, General Secretary
Margaret Whitaker, Employment and Guidance Secretary.
Belle Ingels, Secretary for the Southern Region of the Y.W.C.A. (visiting guest)

Tennessee State Employment Service - Farnsworth Building, Memphis.
Mr. Ike Friedman, Local Manager

Memphis Chamber of Commerce - Hotel Peabody Building
Mr. O. F. Soderstrom, Assistant Executive Secretary.

National Defense Training Program - 612 Adams Ave., Memphis, Tenn.
Mr. C. C. Sutton, Director of NDT & Director of Trade and Vocational Training in the public schools of Memphis.

W. P. A. District Office for Western Tennessee (21 counties)
Falls Building, Memphis, Tennessee
Mr. Hal H. Peel, District W. P. A. Manager
Virginia Robinson, District Supervisor of Community Service Programs
Eloise Pryor, District Recreational Supervisor

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM B. M. Nienburg

BUREAU WB

CHG. APPROPRIATION

February 28, 1942

U. S. GOVERNMENT PRINTING OFFICE 10—1723

Commanding Lieut. D. S. Werner
Coosa River Ordnance Works
Milan, Tennessee

Wolfe will telephone you from Jackson date of arrival. She carried credentials of Women's Bureau, U. S. Department of Labor signed by Mary Anderson and Frances Perkins.

Bertha M. Nienburg

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM B. M. Nienburg

BUREAU WB

CHG. APPROPRIATION

2/28/42

U. S. GOVERNMENT PRINTING OFFICE 10—1723

Miss Elsie Wolfe
New Southern Hotel
Jackson, Tennessee

Commanding Lt. D. S. Werner writes that he be advised one day in advance exact time of your arrival. Plant maintains transportation service from Milan or Jackson.

Bertha M. Nienburg

All communications should be addressed to "THE COMMANDING OFFICER, WOLF CREEK ORDNANCE PLANT, MILAN, TENNESSEE"

WOLF CREEK ORDNANCE PLANT

TELEPHONE: MILAN 480

IN REPLY REFER TO:
FILE NO. WCOP 682.2

POST OFFICE, TELEGRAPH, AND EXPRESS ADDRESS:
MILAN, TENN.

FREIGHT ADDRESS:
WOLF CREEK ORDNANCE PLANT
WOLF CREEK, GIBSON COUNTY, TENNESSEE

HB:ca

February 25, 1942

Miss Bertha M. Nienburg,
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Madam:

This office has received your letter of February 24, 1942 and will be pleased to render any assistance which your Field Agent, Miss Elsie Wolfe may desire.

In view of the nature of operations at this establishment, however, it is desired that we be advised at least a day in advance of the exact time of Miss Wolfe's arrival, and that your office furnish us with some description of the credentials which Miss Wolfe will present.

The plant maintains a transportation service, and will be glad to meet Miss Wolfe upon her arrival, either at Milan or Jackson, Tennessee. From Milan, the plant must be entered by automobile via Highway 104 and Atwood, Tennessee.

Very truly yours,

D. S. Werner

D. S. WERNER
1st Lt., Ord. Dept.
Commanding

Gen. File.

February 24, 1942

Commanding Officer
Wolfe Creek Ordnance Plant
Milan, Tennessee

Dear Sir:

The Women's Bureau is working with the Office of the Under Secretary of War to bring about the most effective use of women in war production plants. To this end it is determining the community needs of women workers where they are or will be employed in large numbers in new industrial areas.

In this connection we have asked our field agent, Miss Elsie Wolfe, to call at the Milan plant to determine the basic facts essential for interpretation of community needs. We hope we may have the cooperation of yourself, as well as the plant manager.

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

Gen File

Community Service

February 24, 1942

Plant Manager
Proctor and Gamble
Wolfe Creek Ordnance Plant
Wilson, Tennessee

Dear Sir:

At the request of several Federal agencies this Bureau is making a survey of the community needs of women workers employed in ordnance plants in semi-rural areas. In this connection basic facts concerning women's employment in your shell loading plant will be necessary.

Miss Elsie Wolfe of our staff will call upon you during the next week. May we have your cooperation and that of your personnel manager in this connection?

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

June 1, 1942

Mr. James B. Marley
Maverick Building
North Press and East Houston Streets
San Antonio, Texas

My dear Mr. Marley:

I am enclosing the summary of the survey of Minden, Louisiana, and Texarkana made by field agents of the U. S. Women's Bureau. I am sorry it was not possible for the agents to go to San Antonio to talk with you and to attend the regional meeting. Miss Wolfe was very glad to talk with Mr. Schultz.

Yours sincerely,

MC:ml

Mary Anderson, Director

Enclosure 3

Pages missing in original

March 12, 1942

Commanding Officer
Lone Star Defense Corporation
Texarkana, Texas

Dear Sir:

The Women's Bureau is working with the Office of the Under Secretary of War to bring about the most effective use of women in war production plants. To this end it is determining the community needs of women workers where they are or will be employed in large numbers in new industrial areas.

In this connection we have asked our field agent, Miss Elsie Wolfe, to call at the Texarkana plant to determine the basic facts essential for interpretation of community needs. We hope we may have the cooperation of yourself, as well as the plant manager.

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

Copy sent to Miss Wolfe

March 12, 1942

Plant Manager
B. F. Goodrich Company
Lone Star Defense Corporation
Texarkana, Texas

Dear Sir:

At the request of several Federal agencies this Bureau is making a survey of the community needs of women workers employed in ordnance plants in semi-rural areas. In this connection basic facts concerning women's employment in your plant will be necessary.

Miss Elsie Wolfe of our staff will call upon you during the next week. May we have your cooperation and that of your personnel manager in this connection?

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LN

Copy sent Miss Wolfe

Files
Cross Nude
Defense

JONES & LAMSON MACHINE CO.

COPY

SPRINGFIELD

VERMONT

RALPH E. FLANDERS
PRESIDENT

JUNE 16, 1942

Miss Bertha M. Nienburg, Assistant Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Nienburg:

Your letter of the twelfth has been received. We have provided facilities for women workers and are gradually increasing our numbers. When your representatives call, please have them discuss the matter with our Personnel Director, Mr. E. L. Huber.

Very truly yours,

(Signed) Ralph E. Flanders

REF

Ltr sent 6/19

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Mrs Nienburg

NORFOLK, VIRGINIA

BRIEF SUMMARY OF COMMUNITY ACTIVITIES

February 1943.

C. G. Hager.

This is not to be thought of as a complete report of Norfolk, but merely a brief summary of the more important facts pertaining to the recruitment of 15,000 woman for war work.

Due to the fact that Norfolk has a number of agencies actively working on problems, such as housing, child care, and recruitment, and is now starting a survey to show the needs for coordinated recreation it did not seem wise to put more time on this at present.

The Defense Health and Welfare has a complete locality report of the Hampton Roads Area, December 24, 1941. And also there is a more recent report of this area "Population Influx in the Hampton Roads Area" prepared by Population Study Virginia State Planning Board, September 1942.

Labor Recruitment - Beginning Jan. 18, 1943

The first project of the War Manpower Commission in the Hampton Road Area was the proposed recruitment of 15,000 women for jobs in the area. The recruitment is primarily for the Norfolk Navy Yard, as they have said that they can use 7,500 women, and the War Manpower Commission estimates that thousands more are needed by other naval projects here and in nearby areas. Women are already being employed successfully in the Norfolk Navy Yard in a variety of machine jobs, and even as crane operators.

The "Government" estimates there is a potential supply of 30,000 women in the Hampton Roads section who might be enrolled for important war production jobs. Of these the local committee hopes to enlist not less than 15,000. "It is cheaper to train a woman than build a house." If women already living here can be enrolled in training classes and put to work, the jobs will be filled by persons who already are occupying the scarce living space of Norfolk, Portsmouth, Newport News, Hampton, Williamsburg and other nearby territories.

The Recruitment program was set up after a meeting, the 1st week in January 1943, made up of local people, management and labor State representatives, and Federal representatives (local and from D.C.). At this meeting various committees were appointed to handle the details of the work.

One committee was named to propose ways and means for a general campaign to recruit women workers. At present this is being done thru the cooperation of the local department stores who are providing window space for two skilled women machine operators from the Navy Yard who are demonstrating the kind of work they do to release men for the armed services. In front of this department store window is a trailer with 1 or 2 U.S.E.S. interviewers to enroll the women for jobs or training.

This trailer carried a placard with the following inscription:

Women's Enrollment Office
United States Employment Service
Register Here for
War Production Job Training

(This window display and trailer were removed 1/31/43)

At the same time the local papers were carrying news items, feature stories, pictures etc., relative to the training and need of women workers.

Also a radio forum consisting of pertinent questions and answers with the Asst. Area War Manpower Director, was held discussing the need and the opportunities for women in the Hampton Roads Area.

A house to house canvass to enroll women has been conducted in the Ben Morrell Housing project - (a project operated wholly by the Navy for the enlisted personnel and their families). This work was done by two trained U.S.E.S. interviewers, assisted by some women living in the area. The campaign was carried on here for 4-5 days, contacting more than 1,000 homes. A simple form was used, as it was thought that women would not like to be asked too many direct questions, however other pertinent information was often put on by the trained interviewer.

(Blank used in recruitment of women in Ben Morrell Housing Project - Block Canvass)

WOMEN VICTORY WORKERS

Name:

Address:

Telephone No.:

Are you willing to Accept Employment or Training in the War Effort?_____

Previous Work Experience:

Reasons for not Desiring to Work:

Number of Children under 14 years by sex and ages:

(Mr Tennis thinks ages of children were broken down into under 5, 5-9, and 9-14 years.)

No tabulation has been made of this, and will probably serve only as a list of names for future reference. This same type of recruitment is to be done the week of 2/8/43, using the same method, in the Merrimac Housing project. (Operated by the Norfolk Housing Authority for families of the men enlisted in the Navy).

Balance of Commitments and Training

Mr. Calvin Tennis of the War Manpower Commission of Norfolk, recently transferred from Norfolk U.S.E.S. says that while the call is for 15,000 women at the present time they have neither training stations nor jobs for any such number. He feels that practical considerations must be given to these matters. While some people simply multiply the number of training stations by 3 in the schools assuming they could be operated on a 3 shift basis, he feels that this must be looked at in a realistic manner. He knows that women who have never worked before and who are not working of dire necessity will not come out between the hours of 12:00 midnight and 8:00 a.m. on the dark streets, with transportation as it is, to go to school. The period of training will be from 150 to 300 hours, depending on the work for which the training is being taken.

Mr. Tennis feels that the response to the recent appeal for women workers about equals the present need for workers and the facilities of the training schools to take care of them.

However, new training schools are being set up in other centers in this area, and as Mr. Tennis receives definite commitments from employers, training will be provided for workers. Mr. Tennis plans to keep a balance of supply and demand.

Probable Results of Recruitment

Mr. John Webber, Asst. Mgr. of the Richmond U.S.E.S. and who attended one of the first meetings held in Norfolk for the purpose of planning the drive, says that he doubts if the Norfolk Recruitment Program will succeed in rallying more than 3 thousand or so women, due to the fact that a large part of the women there have never worked, and Norfolk has never had many women industrial workers. While

the women are patriotic enough they have not yet felt that the emergency necessitates a complete upset in their present mode of life.

A successful phase of the recruitment has been carried on by the employees themselves, who have brought in women relatives or friends.

The following is a report of applications and placements in the U.S.E.S. offices in Norfolk and Portsmouth, Va. during the first week of the drive.

Recruitment of Women Norfolk, Va. - In U.S.E.S. offices - Jan. 18-23, 1943

1 - No. of Women registrations	442
a. No. who have had work experience during the last 6 months.	171
b. No. who have had no work experience during the last 6 months.	271
2 - No. of renewals	108
3 - No. of referrals to training courses	274
4 - No. of referrals to all, including War industries	172
5 - No. of referrals to War industries	108
6 - No. of total placements	62
7 - No. of War placements	55

Recruitment of Women Portsmouth, Va. - Week ending January 23, 1943

1 - Number of New Woman Registrations	36
a. No. who have had work experience during the last 6 months	10
b. No. who have had no work experience in last 6 months	26
2 - No. of renewals	19
3 - No. of referrals to training course	4
4 - No. of referrals to all, including War industries	38
5 - No. of referrals to War Industries	25
6 - No. of total placements	12
7 - No. of war placements	7

Comments -

11 - Interested in training course, but there are no openings at present time.
5 - Interested in private employment, but there are no openings for which they qualify.
1 - Interested in training course, but does not meet qualifications.

Comments on placement -

3 - Referred to private employment, did not report.
1 - Federal referral - Did not meet qualifications.
1 - Private referral refused job.

The 11 women interested in training as indicated above are being assigned to classes beginning January 29th. Additional facilities for training may be needed in Portsmouth. It is believed by E. S. Mgr. that additional women can be recruited to justify this.

Statements on hindrances to recruitment of Women for War Work, by Mr. P. L. Bryan, Jr., Mgr. U.S.E.S., 115 W. Tazewell St., Norfolk, Va.

The biggest obstacles we have encountered in registering women for this type of work have been (1) the shortage of nurseries to care for the children, and (2) the fear of women that if they accept war production jobs, or any job for that matter, their husbands who are now classified as 3-A in the draft will be re-classified and inducted very soon. (3) Another principal hindrance to referrals and placements is the number of navy wives in this area who cannot state definitely how long they will be here due to the transfer of their husbands from Norfolk to other training stations, in which case they follow their husbands or go back to their home towns. (4) Another reason for not taking training courses is the inability of trainees to finance themselves while taking training. If some means could be worked out whereby women and men could receive a subsistent pay while taking training, it would greatly relieve the difficulty in securing trainees.

Employer specifications have in very few instances hindered us in referrals, as the Navy Yard will accept women who have received training unless they are over-weight or have physical disabilities.

So far there has been no recruitment program in Newport News. The Newport News Shipbuilding and Dry Dock Co. has for the most part done its own hirings, and has just recently become interested in a job analysis in order to see what jobs women can be put on. (It is rumored that the company is already looking into the purchase of uniforms for women.)

Housing -

There are various estimates regarding the present population of Norfolk, however, as of Jan. 1, 1943, according to Mr. F. E. Turin, Manager of the Norfolk Advertising Board, Norfolk had a population of 300,321 an increase of nearly 156,000 over the 1940 U. S. Census figures. This figure alone shows the urgent need for housing.

With this tremendous rise in population, and the urgent need for workers in the area, housing is of paramount importance. However, Mr. Frederick Gutheim, local Manager of the National Housing Agency, guarantees that housing will be provided to fit the needs of the rising labor demands, and that in two months no one need to fear to come to Norfolk on account of the lack of housing. He further states that he is particularly interested in the housing of women.

Norfolk has three housing agencies, namely the Norfolk Housing Authority, The Federal Public Housing Authority and the War Housing Center, reporting to the regional field office of the National Housing Agency. Besides this the Navy Yard controls one large housing project for the enlisted men and their families.

Due to the rapid expansion of the housing projects it is difficult to give a complete picture on units, however, the following will give an approximate idea of defense housing.

As of December 10, 1940, the National Housing Agency, comprising the Federal Public Housing Authority and the Local or Norfolk Housing Authority had the following projects in the Hampton Roads Area for workers in war industries. (This includes Merrimac Park with 500 units which is for the Navy enlisted personnel.)

No. of projects 1/ completed in the Hampton Roads Area and controlled by the Nat'l Housing Agency (as of Dec. 10, 1942.) By type of Dwelling and No. of Units.

	Total		Permanents		Demountables		Trailers		Dormitories 2/	
	No. of Projects	No. of Units	No. of Projects	No. of Units	No. of Projects	No. of Units	No. of Projects	No. of Units	No. of Projects	No. of Units
White	19	17949	9	3668	3	10,700	4	1125	3	2456
Negro	12	4837	5	1280	3	2,900	1	125	3	532

In addition to the above there are 9 more proposed projects totaling 3,325 units. Benefitting from the experience with the dormitories built for men the plans include some improvements for women's dormitories.

Only one project (lewis Park) was visited by agent, but the following will give a brief summary of the conditions in the projects handled by the Federal Public Housing Authority, and the Norfolk Housing Authority, as carried on their advertising, and as given by Mr. T. J. O'Connor, Mgr. of Merrimac Park and well acquainted with all projects and Mr. J. M. Cameron, Mgr. Lewis Park, and also Mrs. Newton, of the N. H. A. office.

1/ The details of this summary is filed with Regional Notes on Norfolk Area.
2/ The dormitories are for men only.

LEWIS PARK (White) Hampton Blvd. opposite Benmorrell Project

200 Trailers - for small families up to four persons. Fully equipped except for linens, dishes and cooking utensils.
Rent - $6.50 per week - includes electricity.
Rental Office - On the Project.
Project Manager - J. M. Cameron

Dormitories - 428 Accommodations for men only.
Rent - $4.00 per week - Linens furnished.
Rental Office - On the Project
Project Manager - J. M. Cameron

Operated by the Norfolk Housing Authority for war workers, but the Navy has already taken some of the dormitories for the enlisted personnel.

The above project opened in December '42, is about 3/4 mile from the Naval Base. The car line is about 1 block from the Administration Bldg., so that no unit is any great distance from car line. The dormitories are one story wooden buildings with 35 rooms to a building, 8 single and 27 double, with ample toilet and bathing facilities.

The dormitories and trailers are located in a pine woods, with paved roads and duck board or wooden walks leading from the road to the entrances.

The trailers are located in order that one hydrant can readily be used by six trailers, 3 on a side, each hydrant has a rubber hose that enables the tenants to fill a tank on the trailer, and have running cold water. In order to have hot water it must be heated in a vessel on the stove.

For every twenty-five trailers there are two utility or bath trailers, one each for men and women. These trailers are equipped with 1 tub and a shower, and also four wash bowls supplied with running hot and cold water, and 3 toilets. The room was heated and well ventilated. It is cleaned by a maid.

In this project also is a trailer equipped as a laundry, with 8 wash tubs, and 7 ironing boards, but no irons are furnished. A similar laundry is to be set up to serve additional trailers that have been opened for occupancy since Dec. 1942.

There are grocery stores about 1/4 mile from this project and a city school about 3/4 mile away, which is important as there are 175 children here.

A restaurant to seat 100 people has been authorized, and this same building will house a recreation center and clinic. The Manager hopes to have a recreation director and a nurse.

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BROAD CREEK VILLAGE (white) Broad Creek Road (Virginia Beach Blvd.)
Just beyond City line (Va. R.R. tracks)
2300 family units 1 to 3 bedrooms - each with kitchen, living room and bath.
Rent - $31 to $36 per month - includes electricity, gas and hot water
Rental Office - On Broad Creek Road (Va. Beach Blvd.) at east end of Project.
Operated by the Federal Public Housing Authority

This project is on a bus line.

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ROBERTS PARK (Colored) Princess Anne Road and N. Brambleton Ave.

230 Family Units 1 to 4 bedrooms - each having kitchen, living room and bath
Rent - $30 to $37.50 - includes heat, hot water, electricity and gas
Rental Office - Corner Merrimac and Corprew Aves.
Project Manager - W. T. Mason

Operated by the Norfolk Housing Authority, has been in operation 3 months and has approximately 100% occupancy.

Tenants here work in all war industries or those deemed essential to the war effort, and have bus or street car service to Naval Base and the war industries.

There is an Administration and community building with an auditorium seating 200 persons. It is furnished with folding chairs, which can be removed so that the room can be used for dances, games, etc. There are several acres of ground for recreation. There is no recreation director at present, but application has been made for Lanham Act funds for recreation, and if these are received there will be a recreation program with a director.

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LIBERTY PARK (Colored) Corprew Ave. east of Community Hospital

900 family units 1 to 3 bedrooms - each with kitchen, living room and bath.
Rent - $22.50 to $27.50 per month - includes electricity, gas and hot water
Rental Office - Corner Merrimac and Corprew Avenues.
Project Manager - W. T. Mason

Operated by the Norfolk Housing Authority. Construction is not quite complete and some units are not yet occupied.

This project is to house workers comparable to those at Roberts Park, and the transportation facilities are about the same.

There are no recreation plans at this time.

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TUCKER DORMITORIES (Colored) 41st St. and Powhatan

114 Accommodations for men only
Rent - $4.00 per week - includes linens
Rental Office - on the Project site
Project Manager - D. D. Alexander
Operated by the Norfolk Housing Authority

This project is also for War Workers, and is about three blocks from the car line. This is a small project and in a Negro district, so while there are no central restaurant facilities the men housed here eat with the nearby negro families, many of whom the manager of the project has contacted in order to interest them in boarding the men.

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OAK LEAF PARK (Colored) Campostella Road and Steamboat Creek

300 family units 1 to 3 bedrooms - each with kitchen, living room and bath
Rent - $25.50 to $30.50 per month - includes electricity, gas, hot water.
Project Manager - C. A. Bibbins
Operated by the Norfolk Housing Authority, has been in operation for about 1 year.

This is the only one of the projects in operation long enough to report on the turnover in occupancy. Mr. O'Connor says that it has a "definite stability of occupancy."

As this project is close to the Norfolk Navy Yard, it is used principally for the Navy Yard workers.

There is a Community Bldg. with a small auditorium where church services are held irregularly. At the present time there is a recreation program in operation, also a small library, it is problematical how long this can continue due to the lack of funds.

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MERRIMAC PARK (White) Ocean View Ave. (1st View St.)

500 dwellings (family units) for Navy enlisted personnel. Operated by the Norfolk Housing Authority, has been in operation for 2 yrs, and is 100% occupied.

There is a well rounded community activity program, with a community building, the auditorium seats 300 people; where both Protestant and Catholic services are held each Sunday.

There are two child care units, and a family clinic on the grounds, attended by Navy doctors, assisted by volunteer registered nurses.

There is also a library with 2500 books, with 500 individuals patronizing the library.

There are also dances for adults and the teen age groups, and movies once a week for children.

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Applicants for housing controlled by the Federal Public Housing Authority and Norfolk Housing Authority must state residence of self and family, place of employment, length of service and rate of pay, together with estimated weekly income..

The chief purpose of the War Housing Center is to seek the conversion of large homes, vacant factory buildings or any other available properties into small apartments for the accommodation of war workers, to whom the preferance is given over the Army and Navy enlisted personnel.

During the past month the War Housing Center received 531 requests for apartments or housekeeping rooms from the army and navy enlisted personnel which were not filled. However, war workers were cared for with 60 placements.

In Portsmouth there were 263 unfilled requests, with 82 requests filled.

The following statement indicates the present status of housing available or that soon will be available thru the War Housing Center. This is exclusive of projects ~~handled~~ reported by the National Housing Agency.

WAR HOUSING CENTER
AVAILIBILITY DATES ON HOUSING UNITS NORFOLK AND PORTSMOUTH

January 12, 1943

	AVAILABLE 1/12	UNDER CONSTRUCTION	CONSTRUCTION NOT STARTED	TOTAL UNOCCUPIED
NORFOLK-FHA RENT----	82	1122	0	1204
NORFOLK-FHA SALE----	68	122	66	256
NORFOLK-PUBLIC-RENT--	824	1832		2656
TOTAL-RENT & SALE	974	3076	66	4116
PORTSMOUTH-FHA RENT---	114	132	168	414
PORTSMOUTH-FHA RENT--	106	50		156
PORTSMOUTH-PUBLIC-RENT	1300	1800		3100
TOTAL-RENT & SALE	1520	1982	168	3670
TOTAL-NORFOLK & PORTSMOUTH	2494	5058	234	7786

The War Housing Center also gave the following report on available rooms which are also held for war workers.

Monthly report of rooms registered January 20, 1943

Rooms	Norfolk	Portsmouth
Listed from previous month	515	177
New listing	303	212
Total Rooms registered	818	389
Removed from listing	376	96
Rented thru the War Housing Center	92	98
On hand as of Jan. 20, 1943	350	195

Mr. J. L. Storey, Manager of the War Housing Center says that it is definitely harder to place women or couples, and especially if the couples have children, than it is to place men. Most people say that they prefer to rent to men, because they leave early and are gone all day; whereas they say that women are at home more and are a nuisance with their washing and ironing. Since women are now working more and more the War Housing Center has prepared feature articles for the papers discounting the old prejudices against women.

As many of the homes here are heated with oil, it is advantageous to have roomers who are out of their rooms a large part of the time.

Rooms in Norfolk have a wide range in price, reasonably desirable rooms rent for about $5.00 a week, while some in exclusive neighborhoods rent for as high as $15.00 a week.

The Portsmouth Y. W. C. A. has just taken over a building which will become a unit of the U.S.O. devoted entirely to the housing and entertainment of women.

The building will be used for the reception principally of women coming to the city to take Government positions, who are unable to obtain immediately housing accommodations. They will be expected to vacate these rooms as soon as they have obtained suitable rooms else where.

The housing of these women has been one of the problems confronting the city in its present crowded condition. Often women have arrived here and have found it impossible to obtain rooms at once.

That the Navy is doing effective work in the housing of their workers is evidenced by a recent controversey between private trailer camp operators and the county officials of Norfolk and Princess Anne, who had recently imposed a tax on trailer camp space. (The tax in Norfolk County is $15.00 a year for each trailer space, and in Princess Anne the tax is $25.00 a year, and the new rent control regulations would not allow an increase in rent to cover this.) Opposition to this tax was general among trailer camp operators, who announced that they would not remain in business and pay the tax.

It has been estimated that about 3800 families live in trailers in Norfolk and Princess Anne Counties, many of whom are Navy Yard workers. So when it became evident that the camps would close, the Navy moved 65 trailers belonging to skilled workers in the yard to spaces newly provided by the Federal Public Housing Administration, and announced that other Navy Yard workers threatened with eviction could be accommodated in like manner. As the moving went forward with the aid of men and equipment furnished by the Commandant of the Yard, camp operators hastened to let it be known that they would pay the tax and continue in business.

It is rumored in Norfolk that the lumber for the houses being built in Norfolk comes from North Carolina, and that two weeks after it is cut, it is being put into Norfolk houses.

It is also said that 5-6 months ago the housing situation was more acute than at the present time, as at that time, many were leaving war jobs in Norfolk as they could find no place to live.

Child Care -

With the United States Government calling for 15,000 women for war work in this area and urging women already housed here to answer this call, the child care question has become of utmost importance.

Child Care Centers in Operation -

Norfolk has 10 child care centers, (with an enrollment of from a few to about 30 children in each).

1. Four of these centers, 3 white and 1 negro, are under the direction of the Welfare Dept. of the City of Norfolk aided by Community and W.P.A. funds. These four centers are for the children of defense workers.

There has always been a nominal charge made for the care of the children, dependent on the ability of the mothers to pay, but the schools have never been self supporting.

Since it may be necessary to close these centers, due to the lack of local funds, and since it is felt that this is now a "Government Project" and should be financed by the Government and not locally, application has been made for Lanham Act funds.

2. Four other centers are sponsored by churches or individuals.

3. Two child care centers, with two units each, are located in two of the housing projects occupied by the families of the enlisted personnel of the Navy. Two units in one of these projects are to be taken over by the Schools of Norfolk City.

Proposed Child Care Centers -

The following report, made from a questionnaire circulated among the children in three elementary schools in the City of Norfolk in November 1942, shows the need for more child care centers.

SUMMARY OF QUESTIONNAIRE FOR NORFOLK WOMEN IN THREE ELEMENTARY SCHOOLS, AS OF NOVEMBER, 1942 - 1/

1. No. employed in defense work outside of home	
Clerical	543
Industrial	451
Total	994
2. No. who would work outside of home in defense work if care of children is arranged	1263
3. No. not employed who would offer services to help care for children	697
4. No. of children of women doing defense work.	
In clerical positions:	
Not in school - ages 2 to 5	75
In school - ages 6 to 14	786
In Industrial positions:	
Not in school - ages 2 to 5	93
In school - ages 6 to 14	610
Total	1564

1/ Report and questionnaire used, are filed with Norfolk Area Material.

In these three school districts 994 women reported as at work, and the number of children in these districts who were being cared for at that time were 1143. There was no evaluation of the efficacy of the care given. Over 500 were entrusted to older children and other relatives, nearly 100 were left with neighbors and about 300 with servants, some of whom were not yet 16 yrs. old.

Besides there were 1362 children in these three school districts who would need care in case the mothers went to work. 232 of these children are between the ages of 2 and 5.

Children 2-5 years needing care between

7:00 a. m. - 5:00 p. m.	197
2:00 p. m. - 12:00 midnight	16
10:00 p.m. - 8:00 a. m.	4
Other hours	15

There are 671 children between the ages of 6 and 14 who need before and after school care.

On the basis of the above findings the Virginia Child Care Committee and the War Manpower Commission endorsed a request for Lanham Act Funds for child care in 3 centers, in these three school districts, and funds for others will be requested as surveys in other school districts are completed.

In order to expedite the granting of the sorely needed Lanham Act Funds, Mr. James A. Mullins Lias on Officer to the War Manpower Commission for Hampton Roads has promised the local people concerned that he will have some one, who can speak authoritatively on the subject, come to Norfolk and give definite information regarding the granting of this fund.

The State Department of Public Welfare and Education have the responsibility of approving Lanham Act applications for service to the children of Mothers engaged in war caused activities, and with these funds the following services may be inaugurated.

Before and after school care for children 6 to 14 years.
Nursery schools for children from 2 to 6 years.
Vacation schools for children from 6 to 14 years.
Counseling services for Mothers
Foster day care.

Dr. Lorin A. Thompson, Chairman of the Virginia Child Care Committee, says that "Many women are willing and anxious to work in war plants," "but they cannot do so until some arrangement is made to take care of their children." The delay in getting these child care arrangements has prevented women from taking war work.

The State Child Care Committee is to arrange for a counseling service for women with children. Women will be referred to the counseling service by the U. S. Employment Service for guidance concerning the welfare of children and will be advised of the facilities available for their care, the cost involved, and the standards maintained by the various child care facilities.

Restaurants

Norfolk has 853 restaurants, this overall figure includes the types from the corner restaurant where barbecues are handed over the counter and the formal restaurant with table service.

The rapid increase in population in Norfolk and its environs has far overtaxed the restaurant facilities. This coupled with the ever increasing difficulty of securing and keeping restaurant help has caused some restaurants to lower their former standards.

Dr. J. C. Sleet, City Health Commissioner, says that his present force of 7 male inspectors, and 1 sanitary engineer have not been able to keep up the rigid and frequent inspections formerly made when there were fewer restaurants. However, there are few former requirements that are not strictly adhered to now. Each restaurant is checked for cleanliness of the building, the condition of all utensils, silver and dishes. Inspectors take smears from glasses, and these are tested for the bacteria count. If the count exceeds the accepted standard, the restaurant owner is notified. Dr. Sleet states that "most of the better class establishments are in fairly good shape, though their standards may not be quite as high as they were a couple of years ago, owing to the difficulty in getting help."

There were 260 arrests of restaurant owners made last year, due to the violation of some certain Health Department requirement. Some of the 260 were repeaters.

Prior to the influx of people beyond the city's capacity to readily handle them, all food handlers were given the usual food handlers examinations before being allowed to do this work. This requirement has been relaxed due to the pressure of work on restaurants, and due to their inability to get and keep help. However, each inspector is urged to keep a watch over this, and report any suspected of having a contagious disease. In case any such are found,

the person is examined immediately and taken out of restaurant work till properly certificated.

One of the chronic complaints of Navy men against the city is that inadequate eating facilities are available here. A specific complaint might be made of the late hour at which most of the downtown restaurants open in the morning. This late opening is to alleviate the shortage of help, but works a hardship on many people in Norfolk, depending on the restaurants, for breakfast.

The Y. W. C. A. cafeteria, which formerly served a large part of the restaurant trade has been taken for the exclusive use of "Norfolk region, anti aircraft and uniformed members of the armed services."

The fact that "this vicinity rises and falls with the degree of activity at the ship and Navy yards", and the financial difficulties which confronted this area after World War I, seem to combine to make the business man extremely cautious in opening new business places or in enlarging the present business places.

Recreation

Dr. Lorin A. Thompson, Director of Population Study of the Virginia State Planning Board, and whose office prepared a report "Population Influx in the Hampton Roads Area", Sept. 1942 says that "There is no recreation in the area-period." This statement applies to recreation for defense workers.

Dr. H. G. Parker, Director of Public Welfare in Norfolk, says that "there has not been a great deal done for defense workers." "Most defense workers live in residential areas, and have access to the city's recreation." The City has operated a recreation center in a housing project for the families of the enlisted personnel of the Navy, but will have to close this unless Lanham Act funds are received.

The Public Welfare Department has lent aid to the church groups, to promote recreation activities.

During the summer of 1943, there will be 20 supervised playgrounds over the city, sponsored by the Welfare Department.

Dr. Parker states that there should be a clearly defined line drawn between the City and Federal and Government's responsibility, and that all of the money to be expended for a project should be controlled by one group. Due to the duplication of effort, there has been much waste of money and considerable discouragement amongst the people concerned.

Mr. Thomas A. Hanes, chairman of the City Recreation Commission, says that a survey is now being conducted by the commission for the purpose of determining how many agencies are furnishing recreation, and what additions are necessary. Then the commission will make recommendations for a recreation program to serve war time demands, and remain as a permanent program.

Miss Marian Perkins, Executive Secretary, of the Norfolk YWCA, says that there is no industrial group as such in the YWCA as there are "no women in industry here."

Women Working on Men's Jobs

There are white women working in the baggage department of the C and O Railroad. These women are checking baggage, taking in and giving out baggage from the check room. Negro men are employed to do the heavy lifting.

The Virginia Electric and Power Company has for some time had 3 women employed as bus drivers. It is said by a spokesman of the Company that the women are surpassing their expectations. The Company had expected difficulty in getting them there on time, "but they are putting the men to shame", "they are right there at 5 a.m.", "and it is making the men more careful about being on time". The company has also been very pleased over the way the women handle the crowds "they move them right in" "better than the men do". The women get the same rates of pay as the men.

VIRGINIA

Dublin

(1) New River Ordinance Plant
Bag loading

Women Employees:

Now: - Approximately 500 including 50 office

Expected: - Unknown at least double

Women could be used in more occupations.

(2) Radford Powder Plant

Women Employees: - A few hundred office

Housing

Dormitories: - - New River - Now opening -

500 women) Ground broken
250 men)) about Nov. 10

Houses: -

about 65 homes in Dublin district

around 300 in Radford-Pulaski

Enlarged plant Cafeteria opposite plant
dormitories itself -

5/6/42

Min N.
2.

Artillery Am etc.		Total	Women (prod.) Date of visit (11)	Anticipated (19)	
Triumph	Md	1715	1072	1072	
National Fire	Md	600	425	425	
Dublin	Va		1800 end	1800	
Ravenna	Ohio	8000	1548	5100	
Hoosier	Ind	3141	1619	5000	
Ind. Ord *			no women		
Jeffersonville *			no women		
Kingsbury			10000 end	18000	
East Coast *				450	under const.
Kankakee *	Ill		no women		
Ill. Ord				4800	under const.
Elwood Ord		4200	200	3000	
Iowa Ord	Iowa	6803	527	3300	
Wolf Creek	Tenn	6669	1835	4400	
Coosa River	Ala	2417	1102	3839	
Ala Ord *					
Huntsville Ars *			no women,		
Redstone Ord			6	n.r.	
Naval Fuze	Ga	1100	700	3850	
Miss Ord	Miss			1200	under const.
La Ord	La	365	145	4550	
Lone Star	Texas			2000	under const.
Red River *				10875	under const.
Arkansas	Ark	1328	478	17000	
				500	under const.

For our [illegible] —
Figures [illegible]
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[illegible] figures [illegible]
[illegible]

Miss Meinberg.

Conference with Mr. Lewis Rohrbaugh
Farm Security Field Representative
March 25, 1942

Mr. Rohrbaugh was interested in information from the reutrn visits to Elkton and Dublin, and to get our suggestions.

Elkton,- We talked about the necessity of providing eating and recreational facilities for those in the dormitories, and about different possibilities. The possibility of having irons and ironing boards which girls could borrow or rent to use in their rooms was suggested; also to allow a few hot-plates for simple cooking.

Dublin- Hot plates were suggested to supplement the company cafeteria, to take care of the different shifts, especially for breakfast.
Laundry facilities were discussed for these dormitories also.
Recreation space has been provided in the wing of one dormitory.
A cot, instead of the bed with the high head and foot, was suggested if possible for the future, as a space-saver. Also a different arrangement of furniture so the head of the beds will not face the windows. This seems particularly important for girls who are sleeping in the day-time.

Mr. Rohrbaugh asked us to send him at any time suggestions or additional information we may have. He thinks (unofficially) that they will continue i.e. Farm Security with rural defense housing until the end of the fiscal year.

M. Cannon.

Return Visit to Dublin, Virginia March 3 and 4 1942

Dormitories

Interviewed Mr. Reed, Farm Security Agent. Talked with Mr. March, personnel manager about them, the U.S.O. people, and with some of the girls living there.

All the 12 dormitories (8 for women, 4 for men) are practically ready for occupancy. 12 more for men (as the plans stand at present) are to be constructed.

One building for women and one for men were opened two weeks ago (about the middle of February). There have been 5 or 6 girls living in them. 20 girls who were stranded because of the blizzard Monday and Tuesday, March 2 and 3, went to the dormitories for those nights and some of them are going to stay on. More than 30 men are at present in the men's dormitories.

Meals

The company cafeteria is a mile from the dormitories. The cafeteria just within the last few days started serving meals in the evening. The company plans to have a bus pick the girls up at the dormitories and take them to the cafeteria for meals. That does not seem (to me) to solve the breakfast problem for the girls who are on the later shifts. This bus service is not routine yet, but probably will be very soon. It has been a vicious circle, the company did not want to start the bus until there were enough girls and the girls didn't want to go to the dormitories to live until there were sure arrangements for meals. One girl told me she knew some girls who had gone to the dormitory because it was easier to get meals than where they were living. There is a small canteen about two blocks away that sells sandwiches, etc.

Mr. Reed said he (i.e.Farm Security) did not consider the food problem their responsibility, that the company had asked for the dormitories and had said they would take care of eating facilities. (Mr. Reed said Farm Security had finally managed to put up a cafeteria in Portsmouth. Another place they had tried to find some one to take over the concession, but could not.) He said electric plates would not be permitted in the rooms.

Recreation

Wings of one building in the girls' section and in one of the men's have been fixed for recreation rooms. In the recreation room in the girls dormitory the ceilings are low and the heat ducts which are broad and of shiny metal are hung along the middle of the ceiling. They plan to put in ping-pong tables, writing tables, reading lamps, perhaps shuffle-board and in the men's dormitories, pool tables.

U.S.O. people (a middle-aged man and his wife) are to arrive this week to take charge of recreation for the dormitories.

The assistant director for the dormitories, a woman, was also to arrive within a few days.

Laundry

There are laundry facilities. It would be possible (it seems to me) to take a room and equip it for an ironing room.

The Rooms

Steel cabinets with locks have been provided for clothes. They should be quite satisfactory. Each girl also has a dresser and a chair.

The beds are very comfortable, but the heads face the windows and the light which would be impossible for some people, especially since there are only light window shades at the window. Beds can probably be changed to face the other way, by securing extension light cords for the bed lights, and arranging carefully for ventilation. Clean linen will be provided at least every 5 days and more often if necessary.

Comments of girls and other individuals

From two girls who have been commuting from "Roanoke -- "We like them fine. We can fix our rooms up cute. It's better than going all that distance. I get more sleep, and I need it. We need a house mother or somebody especially after the disturbance down the hall last night." About, food, "We go over to the company cafeteria or get something at the canteen, and the bus is supposed to come for us." "We didn't know the dorms were so nice."

Miss Dowd, U.S.O.Dublin -- "Girls have said that the dormitories would be nice later on when the weather is nice. Have said they didn't like to be so isolated; they can't get away from them to go to Dublin or Pulaski."

Mr. March, Personnel Manager of the plant said he thought that girls would have to go to the dormitories when the effects of tire rationing begin to be felt. He thought more girls would go if arrangements for meals were made.

The Plant

Mr. March, Personnel Manager

There are around 600 women on each of 3 shifts. This is the peak unless women are put on bag loading, which the plant managers are trying to avoid. Mr. March thinks it will be necessary. The shifts are 8 -- 4; 4 -- 12; 12 -- 8. Rotation is once a week. The work week is 48 hours with time and a half for over time.

Workers are commuting in private cars and buses which run at the change of shifts and are only for plant workers.

There has not been an over-amount of turnover, especially among women.

Labor Supply: Mr. March believes that the labor supply is sufficient. They have had 64,000 applications. They receive around 200 letters a day about employment, either application blanks or requests for blanks. A large number are coming now from North Carolina; also from southern West Virginia, Kentucky.

Mr. March says they are getting a high type of girls. Many have never had jobs before, and their wages mean a lot to them. They measure up to the jobs. He commended the cooperation of the State Employment Offices for the aptitude tests they give.

U.S.O.

Dublin

Miss Dowd and Miss Libby, formerly Y.W.C.A. secretaries are in charge. They have the same large second-story room they had when the field agents were there. It is fixed attractively with rugs, lamps, easy chairs, game tables, in one end. The other end has a ping-pong table and space for square dancing groups. They have a radio, victrola, piano. Teach square dancing and have weekly square dances; social dances, movies once a week (with a 12 o'clock show for those coming off the 12 o'clock shift). There is a dramatics group, singing, etc. Girls come to cook, two had come that morning to ask if they could cook their breakfasts. Occasionally some of the men and women join the two directors in getting a meal. The place was alive with young men and women.

Pulaski

Miss Quinlin N.C.C.S., the director took me to talk with Mr. Reed and to see the dormitories. The U.S.O. headquarters are still in the Women's Club building. They are doing practically the same program as in Dublin. There is an afternoon group of defense workers' wives, and a high school club of boys and girls that come on Saturday evenings, the officers are children of defense workers. They had an attendance of 2100 during February.

Miss M.
copy

1. Firm - Bag Loading Plant (Hercules Powder Co.) Dublin, Va.

2. Persons Interviewed: Mr. John McNabb - Safety Engineer
Mr. Duggan - Supt. of Bag Sewing Plant

3. Products

Prior to Defense Production - None

Defense Production - Making bags and loading with powder

Post Defense Probabilities - No plans for post defense, probably plant will be closed as soon as emergency is over.

4. Numbers Employed

Bag loading plant began operating September 24, 1941. Approximately 100 women on the first week and several hundred men. These were increased week by week until the present force numbers:

11/19/41	Factory -	1/	1,000 men	(Approximately)
	" -	1/	476 women	
11/19/41	Office -		50 men	(Approximately)
	" -		50 women	(Approximately)
11/19/41	Total -		1,576	

5. Future Rate of Expansion

Impossible to determine, according to Mr. McNabb. He stated that much depended on the army and other undeterminable factors.

Mr. Duggan, Foreman or Supt. of Bag Sewing, said they expected to at least double their force of women, ie, they would employ approximately 1,000 women on bag sewing. At present they are using 113 sewing machines but when new buildings are completed there will be 250 machines available. (3 shifts per day)

1/ Women are employed only in Bag Sewing Dept. Foreman of that department gave the following figures: Total number employed 11/19/41 - 510 including Supervisors
Of the 510 there were 476 women

6. Plant Methods of Hiring Women Workers.

All employees are hired through the Virginia State Employment Service. Manual dexterity tests are given and the upper two thirds referred to company for employment.

7. Requirements for Hiring Women Workers.

Age limits - 18 - 50 years. The majority of girls are between 18 and 23 years and practically all under 30 years. (Must be U. S. Citizens)

Race - No colored hired in factory operations.

Marital Status - According to Mr. McNabb, 50 percent of women employees were married.

Education - No definite requirement but company prefers and makes an effort, to secure High School graduates.

8. Experience - None required. The training period covers a period of 1 month to 8 weeks, depending on the aptitude of the individual.

9. Sources of Woman Labor

Women come from surrounding towns and countryside covering an area of 100 miles. Approximately 1/4 of them come from Roanoke about 60 miles from plant. Lynchburg and Bristol are too far away to draw upon. Some few girls have come in from surrounding States.

The company does not want to draw upon the woman labor supply of the hosiery factories in Radford and Pulaski or other towns with permanent plants. The communities are definitely opposed to closing their hosiery and other mills that have been operating

some time and expect to continue after the defense plants are closed.

Mr. McNabb said there was a local labor shortage but they did not expect to have any difficult in securing labor as the State Employment Office has several thousand or more applications.

No definite information as to number of farm women employed seem to be available. Many of the girls come from little villages and towns. The office women come from Blacksburg, Pulaski, Radford and Roanoke. The first three towns are within a relatively short distance - 10 or 12 miles at most but Roanoke means at least a 4 hour trip per day.

One office girl, with whom I talked, said she paid $16.00 per month for transportation in a private car from Roanoke but that the bus charged $3.00 per week.

According to Mr. McNabb, only one or two women came down from Wilmington, Delaware, to work in the office.

9. Shifts of Work

3 shifts per day (8-4; 4-12; 12-8) Women work on all three shifts and all employees rotate shifts changing every week.

Lunch period 20 minutes with a 10 minute rest period twice per day.

A box lunch is prepared at cafetaria and sent to plant for all those wishing to buy lunch.

Free coffee is served at plant.

The men have a canteen where they eat and smoke but the women eat and smoke in the building where they work, inasmuch as no powder is handled in that building.

10. Plant Personnel

No woman in charge of personnel. Mr. Hance is Personnel Manager.

11. Women's Occupations (See descriptions of operations on page)

Since women are not employed in bag loading there are no hazardous occupations. Mr. McNabb stated that only in an emergency would women be put on loading. At present all females are in the Bag Sewing Departments and occupations are as follows:

Sewing Machine Operators - 40c (learner's rate); 45¢; 50¢

Press feeders - Same rate as machine (sewing)

Clippers or Carriers - 40¢ - 45¢ usually new girls on 40¢

Inspectors - Hourly rate over 50¢. Nr. on exact amount

Foreladies - Monthly rate.

12. Women's Rates of Pay

Learner's rate of 40¢ per hour is paid until employee has been trained - length of time depends on individual, according to Mr. McNabb but automatic raises are given after 3 months.
All employees working on the second and third shift receive 5¢ more per hour and since all rotate each employee receives the additional rate 2/3 of the time.

13. Facilities for Meals at Plant.

A large well equipped cafeteria is open at all hours. This is located near the office buildings but is too far to serve employees in plant at lunch period so box lunch is sent to employees. Company expects to serve the dormitory residents at this cafeteria.

13. Medical Care

A small hospital and First Aid Station is maintained on the grounds. This hospital has 6 beds but 25 beds could be used in an emergency.

There are 2 doctors and 5 nurses - some one on duty 24 hours.

Physical examinations, including Wassermans tests, blood pressure, heart, ear and eye examinations are made before applicants are accepted.

14. Recreation

None has been provided at Bag Loading Plant as yet but Mr. McNabb said they were planning to do something. He felt that some form of recreation had to be provided near the dormitories.

Other Welfare or Social Activities

None

15. Uniforms

Women do not wear uniforms but men wear plain coveralls and safety shoes.

16. Comments

Women a re working in a temporary building until new one is ready. Company expects to finish it by the end of the year. Temporary building had good light and ventilation but was more crowded than new building will be. There were no partitions - all were in one big room.

Radford Powder Plant

Numbers employed

Present date - / 7,300 Men in plant - no women

Present date - 700 Office men and women

Present date - 250 women in office of Company

Present date - 59 women in War Department office

The peak of employment was during the construction period when 23,000 were employed with 50 women in the construction office. At present there are no women in this office.

Office girls all board in private home in Blacksburg, Christiansburg and Radford.

Expansion

No further rate of expansion expected.

Source of Labor Supply

Within a radius of 40 or 50 miles. The great majority of workers commute in private cars.

Plant started to operate in July 1941.

Recreation Building at Radford Ordnance has the following facilities:

Large hall used for dancing, basket ball and indoor tennis.

Bowling alley	Soda Fountain	Cafeteria
Pool tables	Barber Shop	(Women invited to dances, but otherwise do not use building.)

Virginia

11/19/41
[redacted]
Dublin, Va.

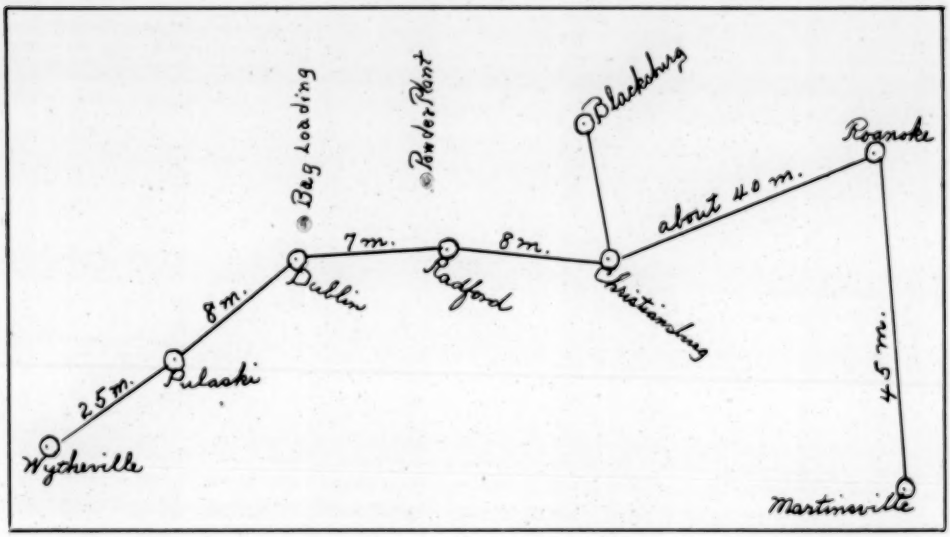
1. Areas affected by defense plants

A. Defense Plants:

1. Radford Powder Plant located about 6 miles from Radford, Va.

2. Dublin Bag Loading Plant located about 1½ or 2 miles from Dublin.

B.



Towns	1940 Population	Economic Structure
Radford	6,990	Shirt factory, Hosiery & Ribbon Mills, Iron and steel works
Dublin	576	Rural area - no industries
Pulaski	8,792	Hosiery mills, Furniture Co. & Gen. Chemical
Christiansburg	2,299	"
Blacksburg	2,133	Location of V.P.I. Not an industrial town.
Roanoke	42,897	R.R. Shops & Textile Mills
Martinsville	10,080	Rayon
Wytheville	4,653	

Defense Area

C. Characteristics of Surrounding Rural Area

Stock farms raising beef cattle, sheep, hogs and turkeys. Apples are also important.

2. Agency coordinating facilities needed for influx of women

Mr. R. L. Humbert - Executive Sec'y of the Radford Regional Defense Council and Chairman of the Housing Com.

The Regional Defense Council comprises:

12 counties and 2 cities (Roanoke and Radford)

The Regional Council is composed of mayors of the towns and cities in that area, Chairman of the Board of Supervisors of each county, some city and county officials such as Chief of Police and County Treasurer, and outstanding citizens in each community.

In Dublin the U.S.O. Council has the following members:

Presbyterian Minister - Mr. Walsh
Methodist " - Mr. Tom P. Carriger
County Agent - " George Brigsby
Farm Bureau Rep. - "George Christman
Worker at Plant - Mr. Taylor McCloud
Housewife - Mrs. Katherine Repass
Local helper at U.S.O.- Miss Margaret Vermillion
Bag Loading Plant Mgr. - Mr. George Foulke

No fraternal organizations in Dublin.

Radford - Public Recreation, Parks & Playground Commission

City of Radford - David M. Braswell, Supt.

City Mgr. - Mr. Roberts

Mr. I. W. Ein of Research and Records Section of W.P.A. had surveyed adequacy of Pulaski water and sewer facilities nearby. Report will be made to F.W.A. because of their Housing Projects in vicinity.

Radford is to have a new filtration and sewage plant built by Federal funds.

3. Transportation facilities.

Local buses run from Pulaski, Radford and Roanoke to the Bag Loading Plant or powder plant at the change of shifts, but there is no local bus from Dublin to plant. The cost from Roanoke is $3 per week. Since women work on all three shifts and some live in the town of Dublin they must walk the 1½ or 2 miles to the plant unless they catch a ride with some one. One of the girls who roomed in Dublin told me how much she dreaded this lonely walk for the 12 o'clock shift. The two ministers said they would make an attempt to secure the School Bus for that purpose but were rather doubtful about the outcome. They felt that some transportation was badly needed for the girls particularly now that winter was approaching.

Taxi fare from Dublin to the plant is 35¢ but it would not always be available at midnight as it was only a private car, used as a taxi, if the owner was not doing something else. There is no regular taxi service.

Greyhound Bus Line runs every 4 hours through Pulaski, Dublin, Radford and Christiansburg to Roanoke. Bag Loading Plant is 1½ or 2 miles and Powder Plant is 5 to 6 miles off main highway.

Train for Roanoke to plant has been taken off. Several trains per day to Roanoke.

4. Housing of Women Workers.

Number of unattached women for whom housing must be secured. This figure seemed rather difficult to obtain. According to Mr. Walsh, Presbyterian Minister, about 300 girls came into Dublin asking for rooms but there were very few rooms available. He thought perhaps 25 or 30 girls had eventually found rooms in private homes. During the construction period the rooming situation was much worse than the present time. Mr. Walsh said some of the women left their jobs because they could not find a place to stay.

The rates for rooms in ~~public~~ Dublin private homes run from $2.50 double to $3.50 or $4.00 single, according to Mr. Walsh. He said he had one roomer paying $3.00 per week for a single room but he lived about 1 mile out of town in the opposite direction from the plant so rents were cheaper. Private homes do not want to rent single rooms. Vacancies are listed when half of a bed is available.

Miss Dowd, Y.W.C.A. Secretary, is now keeping a registry of rooms available. She stated that the rooms in private homes were not comfortable, many of them had no bathroom or central heating. The rates for Room and Board (3 girls in a room) were $8.00 per week, according to Miss Dowd. She also said that there were only five private homes that would take women. One boarding house had 6 women and 15 men.

Both Mr. Walsh, Presbyterian Minister, and Mr. Carriger, Methodist Minister, said Dublin private homes did not want women roomers.

4. Housing (Cont.)

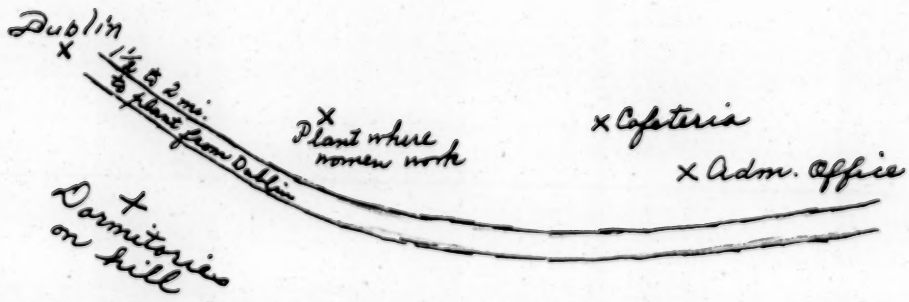
I talked to one of the girls rooming in Dublin, and a plant employee, who said she had paid $2.50 for a room with 6 girls - each girl paying $2.50 per week. At present she is living at a home where she works for part payment of her room and board, paying $4.00 cash per week. When I encountered her she was looking for another place to room.

Newly Erected Houses

Twenty-five new homes are being built by F.H.A. in Dublin, according to Mr. Walsh, Presbyterian Minister. Ten of these houses are completed and occupied. About 40 homes were built on surrounding farms by the F.S.A. These are 2-story houses for families with several children. He did not know whether they were all completed.

Dormitories (Farm Security Admin.)

Ground was broken about Nov. 10th and construction was going on as fast as possible for units housing 500 women and 250 men. These dormitories are located across the road from the Bag Loading Plant. According to Mr. McNabb, the distance from the dormitory to the plant buildings where women work was ¼ mile, but cafeteria is ⅛ mile from dormitories.



4. Housing (cont.)

Dormitories (cont.)

Mr. McNabb thought the Co. Cafeteria would meet the needs for eating facilities at the dormitory. He was rather skeptical about the success of the women's dormitory. However, he added, they could fill it with men in case the women couldn't live together.

He felt that some recreational building must be built near the dormitories - said the Company had talked about it but no plans were made.

Additional housing needed is hard to determine due to the unknown rate of expansion of plant. However, if the dormitories prove successful, they should meet the needs of all unattached women. (About 50% of the women are married.) Since Dublin has no factories or permanent places of employment, it would seem unwise to build many more homes there.

Other Towns

Both the City Manager and Head of the Rooms Registration Office said there were rooms available at the present time but at least 90% of the private homes do not want women. The following report on available rooms was given by the woman at the Registration office:

	Radford	Blacksburg	Pulaski
10/20/41	124 rooms	83 rooms	8 rooms

These rooms may have one roomer at present but private homes list a double room as vacant if they have only one person. Rooms at Dublin are not listed in this office.

4. Housing (cont.)

Rates of Rooms (Registration office)

Double - $2.50, $3.00, and $3.50

Single - $5.00 to $6.00

The prevailing rate is $2.50 for double rooms and $5.00 for single. Not many homes offer Room and Board.

Rates in Blacksburg are higher probably due to the fact that it is a college town and homes are larger and more convenient. Chiefly office workers room there.

New Houses Built in Radford

Farm Security - 129

Defense Homes Corp. - 93

Hercules - 43

Total - 265

~~Pulaski~~

600 men living in barracks at Powder Plant.

Pulaski

F.W.A. - 75 Duplex Houses
Hercules - 15 Houses for Executives

Additional Facilities Needed

According to Radford City Mgr. rooms were available but no houses. Registration office reported many calls for housekeeping apartments or houses. Mr. Humbert, Chairman of Housing Com. and Exec. Sec'y. of Regional Defense Council stated that there were 150 houses in Pulaski not yet ready for occupancy and 21 houses on farms not occupied.

The population of Radford has doubled and during construction period at plant was much greater. During the peak period of construction at the Ordnance Plant there were 23,500 workers with approximately 5,000 renting rooms in Radford.

5. Meals

Dublin

According to Mr. Walsh, there are 7 restaurants in Dublin. He said a meal could be bought for 35¢, including dinner. Since they were able to take care of the crowd during the construction period he thought they would be adequate for a reasonable expansion. Mr. Walsh stated that from a population of 500 (1940) Dublin had expanded to 3,000 during construction and that the present population was at least 1,500.

Miss Dowd, U.S.O. director, said the restaurants were very bad and that others were needed. I did not eat in the town but from the outside they looked very uninviting.

The Mayor did not think the restaurants inadequate.

Radford, Va.

Meals

A new hotel in the process of construction, probably will be finished soon after the first of the year. There are 4 or 5 restaurants in West Radford and more than that number in East End, according to City Manager. There seemed to be a feeling that present number were adequate but we saw no attractive looking restaurants. Mr. Braswell, Recreational Director, said he could get dinner for 40¢.

6. Arrangements for Care of Children Whose Mothers Are Employed

None. Few mothers, living in Dublin, work at plant according to both ministers interviewed. In Radford this problem is being considered and tentative plans made by Mr. Braswell for a Day Nursery using W. P. A. girls as helpers. Since the families live 1 mile to 1½ miles from the Rec. Center, they are hoping to use the City bus or school bus to pick up the children. W. P. A. has nursery school project in Pulaski.

7. Health Facilities

The present hospital in Radford has 26 rooms but a new hospital with 62 rooms is to be built - a government grant under the Lanham Act.

Christiansburg and Pulaski have small hospitals and Blacksburg a small dispensary.

No hospital or nursing care available in Dublin. Residents go to Radford or some other nearby town to the hospital when needed.

8. Facilities for Education

Dublin has a consolidated school that serves an area extending 10 miles two directions and 6 miles the other two. The people living on the other side of New River from town of Radford send their children to Dublin. This consolidated school has had 160 additional children this year, probably 40 of these lived in Dublin. The present building can not accommodate any more. Two basement rooms have been turned into school rooms.

9. Recreational facilities and Welfare Activities

Agencies

U. S. O. Hall, under the leadership of Miss ~~David~~ Dowd, Y. W. C. A. Sec'y, was opened to men and women, about Nov. 1st or soon after. This is a large room above a store, or some business place, but there is an outside stair case. It is quite an attractive room since Miss David had it painted, put up draperies etc. Their equipment is limited but they have several card tables where different games, such as dominoes, checkers and cards were being played the night I was there. On certain nights they have dancing. There is a small electric plate and a sink in the kitchen where girls can heat soup, make tea, etc.

One toilet has to serve for men and women.

This U. S. O. room is the only facility for recreation in town to which women can go, except the churches. There are 3 pool rooms in Dublin but not one moving picture theater.

The Methodist church has a basement that can be used for recreation. Rev. Carriger said he was planning to put in a ping pong table and shuffle board. However, this place is not very large and would not accommodate many more than his own group of young people.

The Presbyterian church is not very conveniently located and the minister lives near one of his other churches 2 miles from Dublin. Both Methodist and Presbyterian ministers have three churches in their charge so they can't give full time to Dublin. The Methodist minister is a young man who came to Dublin just 3 weeks ago but he seemed to be eager to serve the community in every way possible. Mr. Carriger said he was trying to get a movie machine for the

U. S. O. hall. He did not feel that,as yet, the U. S. O. had been able to reach the factory girls - that it was more popular with the men. Both ministers stated that the churches had failed in getting the girls interested. They thought it was partly due to the change in shifts each week which prevented them from coming to planned parties, organized socities for young people, etc. The U. S. O. room is open until 11:30 P.M. so it gives the girls and boys working on the 12 o'clock shift some place to go during the evening.

Additional Requirements

Everyone with whom I spoke, except the mayor who thought they needed no recreation, stated that the greatest need was a Recreation Hall near the dormitories. They thought the present U. S. O. room in town should be retained and more fully equipped but that it was too small and also too far away from the dormitories to serve the 500 women they expect to live there. A movie thearer was to have been built but construction was abandoned due to lack of funds. This type of recreation is needed in the town.

Radford, Va.

The City of Radford established a Public Recreation, Parks and Playgrounds Commission in Mar. 1940, with a full time year around program and a trained director of Recreation who is paid by the city. Mr. Braswell, the Rec. Director, has an outstanding personality and evidently is doing a fine job. He said their plans in regard to the new building were in terms of community needs before and after the boom. Since they had this Rec. program the city did not want a temporary bldg. with U. S. O. leadership. They finally secured Federal money for a permanent bldg. - $100,000.00 plus $15,000.00 for equipment. The new bldg. will be operated and maintained by the city

of Radford Rec. Com. Plans for the bldg. are as follows:

1st Floor -

Lobby with central controlled desk
Lounge and Library
Offices
Toilets for man and women
Small kitchen
Co-recreation room for club boys and girls

The gym, 86 ft. x 164 ft. will be used for basket ball and dances. Powder rooms and cloak rooms are off the gym. Basement has a work room, exercise room, Hand ball court, clinic, showers for men and women. Tennis, badminton, and shuffle board on grounds outside bldg. The park near by has a swimming pool controlled by the Rec. Commission. Square dances are held every Monday night. Girls do not pay for tickets - boys pay a small fee. Social dancing taught for 1 hour. Bowling leagues for men and women. Girl and Boy Scout troops are organized. Boys camp 2 weeks in summer.

The Rec. Com. also sponsors a Bookmobile with central offices at Radford. W. P. A. non-relief workers run the bookmobile which serves all plants, schools and organized groups in the area of Radford, Dublin and Pulaski. There are 32 stations served - 24 deposit stations, 6 circulation stops and 3 public libraries.

There are 1 or 2 negro girls on the Recreation Staff and a negro man was coming on staff that week to help promote recreation for colored people. According to Mr. Braswell, Radford has a dwindling negro population. A few negroes employed in plant but probably not in production. The city has recently appointed a Council for the promotion of Social Welfare which willbbe concerned largely with colored people.

Churches

Mr. Braswell said the 3 churches that actively participated in

community activities were the Methodist, Episcopal and Baptist. There is a Presbyterian and Christian church also.

Schools

The Recreation Com. has the complete co-operation of the schools and use the buildings wherever needed. At present the Recreation center is in the American Legion Hall - a rather large building located on Main Street between East and West Radford. The new bldg. is to be erected near by.

Facilities for Recreation at Pulaski

U. S. O. center - being operated by National Catholic Community Service. Interviewed Miss Agnes Quinlan. Miss Quinlan has one assistant and hopes to have a secretary before long. Miss Quinlan is also receiving assistance from volunteers in the community and believes that volunteers can be very helpful. Center is in the Woman's club bldg., which is a new bldg. and quite attractive. The center was formally opened Sept. 30, but it was several days later before many activities were started. Hours are from 9 A.M. to 11 P.M. Remains open until 1 A.M. sometimes. Center not open on Monday nights because various organizations in the town use it on Mondays. Also center is open from 2 to 11 P.M. on Sunday. (Catholic services held in the bldg. on Sunday morning).

Facilities consist of a very large club room with stage at one end which can be used for dances, large luncheons, dinners, and parties. However, the room is not large enough or high enough to serve as a gymnasium - basketball and volley ball cannot be played. Table games, magazines, etc., provided.

The club does have a large, well equipped kitchen. Several dinners or luncheons have been planned and given by women at the bag loading

plant - who enjoy having the use of the kitchen. Miss Quinlan said the center is also planning to provide a dark room, cameras, etc., for work in photography.

Center was opened primarily to serve women employed at bag loading ~~loading~~ plant. At first Miss Quinlan felt the community was somewhat antagonistic. People did not understand why U. S. O. had come to a defense area where no soldiers are stationed. However, the community now seems friendly and cooperative, and many contributions to work of U. S. O. have been made by business organizations, hotels, clubs, and individuals.

Although club was opened primarily for women, men have also been coming in - and even 8 soldiers have come to the center so far. Between Oct. 1- - 31, 1300 persons came to the center.

Several large parties have already been held. For one dance 83 people from ordnance plant served on committees. For one party Miss Quinlan asked and obtained permission of War Dept. to have a plant bus take workers from Pulaski to the plant to begin work on one shift after a party. However, she found that practically all those attending had some transportation already provided and so bus was not needed.

Thus far, fewer people have come to the center over the week-end . Seems to indicate that most workers still live near enough their homes to go to them for week-ends at least. Center was being kept open over Thanksgiving week-end with volunteers.

Center has made arrangements for bowling with the only bowling establishment in town. It would be helpful if arrangements could be made for use of school gymnasium facilities .

Pulaski County Library - Interviewed Miss Sadie Allison, library assistant, head of staff of 4 provided by W.P.A. - Library was opened Aug. 1937, declared a part of Nat'l Defense program 4/29/41 - Supported partly by county which pays rent for 2 rooms, by town council, by community chest, and by revenue derived from Sunday movies. When agreement was made last summer that movies could open on Sunday, was decided that library and hospital to get some revenue. Since July 24, 1941, library has received $440.00 from this service.

All residents of county can get books free. Negro teachers do use main library - a station for Negroes to be opened soon. Both adult and juvenile cards. People give names and addresses, occupations and places of employment. If a person living with someone known to library staff, it is sometimes possible to consult these people. Generally, however, plant where employed "accepted as a reference". However, some books have been lost, unfortunately. Since Aug. '41 library has had 184 new adult borrowers (66 in Oct.) and 38 new juvenile borrowers (29 in Oct.)

Report for period from 7/31/40 to 7/31/41 showed total receipts of $1303.12 in addition to salaries of staff paid by W.P.A. Total circulation of 17,056 books (11,889 of these adult). 2,744 volumes in the library.

Circulation	Oct. 1938	984
	Oct. 1939	1,031
	Oct. 1940	1,300

Library receives 100 books every 3 months from state library at Virginia. Now getting some books on international relations from Carnegie Endowment. These can be kept permanently.

Four branch stations now getting books and a station for Negroes to be opened in Dec. Dublin U. S. O. has received some books (apparently bookmobile at Radford also used by Pulaski).

3/4-3/11-41

D E F E N S E

RADFORD POWER PLANT AND DUBLIN BAG LOADING PLANT
OF THE HERCULES POWDER COMPANY IN VIRGINIA

PERSONS INTERVIEWED:

Mr. Purser, Virginia State Employment Service, Pulaski, Virginia.

Mr. E. C. Grigsby, County Agent of the Extension Service of the U.S. Department of Agriculture, County Court House, Pulaski, Va.

Mr. Johnson, Farm Security Administration, Pulaski, Virginia.

Mr. Bayne, Project Engineer of the Hercules Power Co., Pulaski Hotel, Pulaski, Virginia.

Mrs. Carrie Landrum, Women's Project Supervisor of the W.P.A., Pulaski.

Mr. Leslie S. Doyette, Va. State Employment Service, Radford City, Va.

Mrs. C. C. Brown, President of the Women's Club of Radford City, Fairfax Street, Phone: 460-J, Radford, Virginia.

Mr. Joseph Howerton, Assistant Personnel Director at the Hercules Power Plant in Radford, Virginia.

Mr. R. L. Humbert, Secretary of the Radford Regional Defense Council and chairman of the housing committee. Office: administrative office of Virginia Polytechnic Institute, Blacksburg, Va.

Anne Seaburg, Secretary of the YWCA in Roanoke, Virginia.

Mrs. Miltsheimer, Head of Women's Division, Virginia State Employment Service, Roanoke, Virginia.

Mr. Bagsby, School Administration Building, Roanoke, Va. (In charge of defense training projects.)

SUGGESTED NAMES OF LOCAL PEOPLE INTERESTED IN COMMUNITY ACTIVITIES:

Mr. Henry Roberts, City Manager of Radford

Mr. David Braswell, Recreational Director of Bradford.

Mr. H. C. Graybeal, Chairman of Radford Recreation Commission, Professor at State Teachers' College in Radford, Va.

Mrs. F. L. Underwood, Women's Club, Blacksburg, Va.

Mrs. R. C. Connolly, Women's Club, Blacksburg, Va.

Mrs. A. M. Showalter, Christianburg, Va. (wife to doctor at the hospital in Christianburg).

Mr. Mark Cowen, Recreational Director, Roanoke, Va.

RADFORD POWDER PLANT AND THE DUBLIN BAG LOADING PLANT
OF THE HERCULES POWDER COMPANY IN VIRGINIA

LOCATION OF PLANTS:

The bag loading plant of the Hercules Powder Company is to be located one mile from Dublin which is between Radford and Pulaski. The powder plant is between Radford and Blacksburg.

Area From Which Construction Labor Has Been Recruited:
There were 21,000 construction workers employed on three shifts at the powder plant. They came by automobile from a radius of at least fifteen miles, and commuter trains were being run from Roanoke, Wytheville, and Bluefield transporting workers from those surrounding areas.

Other Industries In the Area:

a) PULASKI: Hosiery mills (2 seamless, one full-fashioned, and one throwing mill). Approximately 800 women had been given dexterity tests by the Virginia State Employment Service for work in these mills.

b) CHRISTIANSBURG AND WYTHEVILLE: hosiery mills.

c) RADFORD: box factory and silk mills.

d) CLIFTON FORGE: new TNT plant being constructed.

e) MARTINSVILLE: a new one million dollar plant is being constructed, and it was believed to be a Du Pont factory.

f) LYNCHBURG: shoe manufacturing center

g) ROANOKE: American Viscose Co. (Manufacturing rayon yarn)

PRESENT STATE OF CONSTRUCTION:

POWDER PLANT: The powder plant was to be officially dedicated the week ending March 15, 1941, and actual production was to be started sometime later in the month of March. The plant was expected to be fully completed by August 1941.

BAG LOADING PLANT: Excavation has been started on the site of the bag loading plant, and barracks were being built at Dublin for the construction workers. The project engineer had no definite idea when the bag loading plant would be completed, and all the detailed construction plans had not reached him as yet. It was thought that probably the plant would not be completed before sometime in the fall of 1941.

RADFORD POWDER PLANT AND THE DUBLIN BAG LOADING PLANT OF THE HERCULES POWDER COMPANY IN VIRGINIA

LABOR NEEDS:

POWDER PLANT: The only place women are to be employed in the powder plant is in the office, and it was estimated that the maximum number to be employed there would be 100. Most of these women would be working the first shift.

BAG LOADING PLANT: There were estimates that from 1,500 to 2,000 women would be employed at the bag loading plant, or that two-thirds of the total number of employees would be women. No specifications had come through from the main office in Wilmington, Delaware as to the exact number of women to be employed, occupations to be filled, age requirements, training needs, etc.

Mr. Bayne, project engineer, said the best person to see regarding further information on labor requirements, housing plans, etc. would be Mr. W. P. Piper. Mr. Piper could be reached at the Hercules Powder Company office in Wilmington, Delaware from Monday up to Wednesday noon any week.

TRAINING PROGRAM:

There was a six to eight week pre-training program planned for the men to work in the more skilled occupations in the powder plant, but there was no information as to when this program was to start. Mr. Joseph Howerton knew of no plans for a training program for the women at the bag loading plant, but he thought there was a possibility that some training would be provided. Mr. George C. Painter, occupational analyst for the Virginia State Employment Service, was supposed to ultimately work out some analysis of the occupations for the women in the bag loading plant but nothing definite had been done on this to date.

Mr. Bagby in the defense training program in Roanoke said the young men receiving vocational training were to be absorbed by the Hercules Powder Company project as soon as they completed their courses. He had heard of no plans for training women to work in the bag loading plant.

MEDICAL PROGRAM:

The men employed in the powder plant were to be given physical examinations prior to employment, and an examination once a year thereafter. There was to be a hospital at both the powder plant and bag loading plant. There was no information available as to what the medical requirements would be for hiring women.

RADFORD POWDER PLANT AND DUBLIN BAG LOADING PLANT - Cont.

SOURCES OF LABOR SUPPLY FOR THE BAG LOADING PLANT:

There seemed to be a general concensus of opinion that women could be recruited from the same areas as the men employed in the construction work; and the women who were married could possibly ride to work with their husbands and others could take the commuter trains.

ROANOKE: (About 40 miles from plant.)
The State Employment Office had no figures on the number of unemployed women in Roanoke, but it was known that the number went into the thousands.

CHRISTIANSBURG: (About 10 - 15 miles from plant)
An overall factory had been closed in Christiansburg and it was believed that quite a number of single-needle operators would be available from there.

W. P. A. WOMEN'S SEWING PROJECTS:

The number of women on WPA in Pulaski, Bell Springs, Dublin, and Landrum's Corner had decreased from approximately 150 to 70, and by the end of April all the WPA sewing projects were to be closed. Only the older and least employable women remained on WPA, and the supervisor thought these women could perhaps get work as cleaners and cooks in the cafeterias and dormitories at the bag loading plant.

STATE EMPLOYMENT OFFICE AT PLANT SITE:
The State Employment Service was to open an office at the plant site on March 15, with Mr. Leslie S. Boyette in charge. Mr. Howerton said most of the workers would be recruited through this office. The State Employment Office would first draw upon the local labor supply and then send orders to other employment offices throughout the State and to some adjoining States.

HOUSING:

BARRACKS AND DORMITORIES:
Barracks were under construction at Dublin to accommodate 150 construction workers. Barracks had been constructed at the powder plant to house 700 men when the plant starts production, these buildings now being used as construction offices. As far as could be ascertained the company had no plans for housing women.

HOUSING (continued)

FARM SECURITY ADMINISTRATION:

The Farm Security Administration had an authorization for the construction of 100 houses in Radford and 100 houses in the surrounding rural area, and these housing units were to have an evaluation of from $2100 to $3000. There was a proposal for an additional 150 housing units in Pulaski County, and these houses were to be constructed on acre plots of ground in the rural area.

All these houses were family dwellings and no thought had been given to the problem of housing single women. Mr. R. L. Humbert of the Radford Defense Council thought possibly a dormitory accommodating 500 women would be sufficient to care for the housing needs of the women at the bag loading plant.

ROANOKE:

There was no low cost housing program in Roanoke, both the Chamber of Commerce and Real Estate Board being openly opposed to the formation of a local housing authority. The Hercules Powder Company projects had allegedly caused a rise in rentals. The Y.W.C.A. had room for thirty resident guests and 5 transients.

NOTE: Defense news for first week of March showed 450 houses either recommended or authorized for Radford - Pulaski area.

February 6, 1942

Mrs. F. H. Clausen
Chairman, Committee on Industry
General Federation of Women's Clubs
Horicon, Wisconsin

Dear Mrs. Clausen:

One of the field agents of the Women's Bureau has just been to the Burns City, Indiana, Area where around 600 women will be employed in April or May. It is expected that the women will commute from Bloomington, Bedford and Bloomfield. The Division of Defense Housing of the Office of Emergency Management has requested the local Chambers of Commerce and the Mayors to make a rooms registration survey. So far no reports have come in.

Your local organizations may already be helping with this in these communities. Since it was agreed at the recent Women's Bureau Conference that housing facilities for women defense workers are a concern of women's organizations and a point where members can be of service, this information is submitted to you for transmission as you see fit to your local organizations concerned. You will note that the Chambers of Commerce and the Mayors have been asked to make the surveys; so offers of cooperation can be directed to those offices.

The Women's Bureau believes that adequate living and recreational facilities are important for women and all workers in defense industries, so there may be maximum production and no unnecessary turnover.

I think you will be interested and probably will be able to do something about this situation in the Burns City, Indiana, Area. Mrs. Whitehurst also will be advised of this matter.

With best wishes,

Sincerely yours,

MA:IS

Mary Anderson, Director

W B Defense Activities Comm / [illegible]

WOMEN'S BUREAU
U. S. Department of Labor

June 4, 1940

I. Standards for Women's Employment in Industries Operating Under Public or Private Contracts in the Defense Program

II. Proposed Provisions for Contracts, 1940

III. Training Women for New Occupations

IV. Provisions in Contracts of War Department 1918

V. Standards for Employment of Women, 1917
General Orders No. 13, Chief of Ordnance

VI. Standards, American Association of Labor Legislation, 1917

VII. Women's Bureau Bulletins

No. 87 - Sanitary Drinking Facilities
" 94 - State Requirements for Industrial Lighting
" 99 - The Installation and Maintenance of Toilet Facilities in Places of Employment
" 136 - The Health and Safety of Women in Industry
" 173 - Standards for Employment of Women in Industry
Folder 13 - List of Publications

June 5, 1940

WOMEN'S BUREAU
U. S. Department of Labor

Labor Advisory Committee to the Women's Bureau on Standards for the Employment of Women in the Defense Program

Organization	Representative
Amalgamated Clothing Workers of America	Mrs. Dorothy Bellanca 15 Union Square New York City
International Association of Machinists	Mr. E. C. Davison, Sec'y-Treas., Machinists Bldg. 9th St. & Mt. Vernon Place Washington, D. C.
" " " "	Mrs. Helen J. Adams 643 W. 34th Street Norfolk, Virginia
International Brotherhood of Electrical Workers of America	Mr. M. H. Hedges, Director of Research 1200 Fifteenth St. N. W. Washington, D. C.
National Women's Trade Union League	Miss Elisabeth Christman Secretary-Treasurer 307 Machinists Bldg. Washington, D. C.
Steel Workers Organizing Committee	Mrs. Florence Clowes 855 Eighth Avenue Brackenridge, Pa.
Textile Workers Union of America	Miss Elizabeth Nord Textile Workers Union of America 791 Main Street Manchester, Connecticut
United Automobile Workers of America	Mrs. W. P. Cooper 733 E. Witherbee St. Flint, Michigan
United Rubber Workers of America	Mrs. Margaret Cowger 251 S. Sycamore St. Ravenna, Ohio

STANDARDS FOR WOMEN'S EMPLOYMENT IN INDUSTRIES
OPERATING UNDER PUBLIC OR PRIVATE CONTRACTS
IN EMERGENCY PRODUCTION PROGRAMS

Expanded production of war materials will involve industries employing large numbers of women, and will lead to increased employment of women in both usual and unusual occupations. Experience in the last World War proved the value of maintaining labor standards to prevent harmful effects on women and to promote efficient production. As the emergency situation in the United States is not comparable to that in countries involved in the European War, maintenance of labor standards is possible and essential for the welfare of all concerned and has been urged by President Roosevelt. The Women's Bureau is therefore concerned with formulating and advocating the standards necessary to safeguard the interests of women workers and to make their services most effective for the national good.

The following outline covers general standards for industrial women, but more detailed information is essential for each of the several industries that will be involved in the expansion program.

I. Wages.

a. Wages for women should be the same as for men employed under similar conditions and on similar work.

Sex differentials should not be permitted. In establishment of minimum rates sex differences are forbidden by the Federal Fair Labor Standards Act and are also non-existent in the orders issued by Secretary Perkins under the Public Contracts Act. They should also not be permitted in rates above the minimum where men and women are doing work similar in type or in degree of skill required.

b. Overtime rates of at least time and a half should be paid, whenever women are employed beyond the standard hours.

c. Periodic revision of wage rates to correspond with variations in cost of living is necessary.

II. Working Hours.

a. Regular maximum hours for women should not exceed 8 a day and 40 or 42 a week (according to whether they are employed in plants operating under contract with the U. S. Government regulated by the Public Contracts Act or wholly on a private basis whether or not covered by the Federal Fair Labor Standards Act.)

b. Overtime for women should be avoided in so far as possible, but when required, paid for at the rate of at least time and a half. For necessary overtime, the policy should be to avoid intensive use of the most efficient women workers by spreading the work to involve more workers for a short time.

c. A regular lunch period of from 30 to 60 minutes, according to circumstances, should make a normal break in the workday.

d. One and a half days of rest in seven is necessary, and the five-day week is desirable.

A rest period of at least 10 minutes in the middle of each 4-hour period without lengthening the workday is essential for women on exacting or high-speed jobs.

III. Age and Hazardous Industries

No women under 18 should be employed on types of machines or at occupations determined to be hazardous by the Children's Bureau in accord with the Federal Fair Labor Standards Act.

IV. Working Conditions.

Plants should not be permitted to employ women under working conditions which are insanitary, hazardous, or dangerous to their health and safety.

Compliance with the safety, sanitary, and factory inspection laws of the State in which the work is performed should be required. In cases where question arises as to whether women are being adequately safeguarded, due either to inadequate State laws or to new developments, the Women's Bureau offers its consultative, advisory, or investigatory services.

a. Plant sanitation.

Clean and well ordered establishments are necessary for health and efficiency. The following are required for such a program:

1. Washing facilities, in convenient locations with hot and cold water, soap, and individual towels.

2. Separate toilets for women, in locations convenient to workrooms. A ratio of at least one toilet to every 15 women.

3. Adequately equipped lunch room, dressing room, and rest room.

4. Good drinking facilities, with pure cool water, convenient to workers, individual cups or sanitary bubbling fountains.

b. Ventilation and lighting.

Special attention based on scientific knowledge should be given to these matters for each industry employing women, in order to safeguard their health and promote their efficiency. This is particularly important in industries producing war ~~industries~~ because of chemicals used in manufacture.

c. Seating arrangements.

Special attention should be given to this matter to permit wherever possible, women to change their posture - to allow either sitting or standing - with provision of the right kind of chair, built on posture lines, adjustable to both the worker and the particular occupation.

d. Safety.

Increased attention must be given to all questions of plant safety in a period when speed-up policies, new processes or occupations for women, and use of new substances in manufacture are likely.

Special safety measures for women should include:

1. Carefully guarded machinery.

2. Adequate facilities for emergency care of injured or ill women.

3. Analysis of various substances (whether in use for some time or newly introduced into manufacture) to prevent possibility of any detrimental effects on the workers, especially as in some cases women are more seriously affected than men.

4. Analysis of new occupations for women to insure: (1) Prevention of unduly fatiguing speed-up and (2) provision of possible devices to avoid unnecessary depletion of their strength and energies, as in lifting, stretching, etc.

5. Practicable work clothing (~~and~~ with sensible shoes) for women, especially when employed on machine processes, to prevent skirts and hair from being caught in machinery.

V. Personnel Policies.

a. The appointment where women are employed, of a competent woman as employment executive, with responsibilities for conditions affecting women especially, will bring better results.

b. Participation of women in collective bargaining and in drawing up of employer-employee agreements pertaining to women workers is highly desirable.

c. Technological changes, where found desirable, should be introduced with all possible effort to safeguard the interests of the women workers involved.

VI. Employment Policies.

a. Expanded production should lead to employment of more women and not longer hours or overtime for those already employed.

b. In expanding production in certain industries requiring increased employment of women therein, the aim should be to avoid dislocation (that is drawing women from their regular jobs in other industries) and to find and place unadjusted ~~or~~ unemployed women workers in the new openings and new occupations.

June 1, 1940

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

STANDARDS FOR WOMEN'S EMPLOYMENT IN INDUSTRIES OPERATING UNDER PUBLIC OR PRIVATE CONTRACTS IN THE DEFENSE PROGRAM

Expanded production of defense materials will mean increased employment of women as well as men in regular women-employing occupations and in occupations in which women were employed satisfactorily during the World War.

Experience during the World War serves as a guide for the successful introduction of women in industries producing defense materials and proved the value of maintaining labor standards in the development of a successful production program.

As the emergency situation in the United States is not comparable to that in countries involved in the present European War, maintenance of labor standards is possible and essential for the welfare of the country and has been urged by President Roosevelt.

The Women's Bureau is therefore concerned with formulating and advocating the standards necessary to safeguard the interests of women workers and to make their services most effective for the national good.

The following outline covers general standards for industrial women, but more detailed information is essential for each of the several industries that will be involved in the defense program.

I. EMPLOYMENT POLICIES

a. Expanded production should lead to employment of more persons and not to longer hours or overtime for those already employed.

b. In expanding production in the defense industries the aim should be to avoid dislocation by drawing women from their regular jobs into defense industries. There is a sufficient supply of unemployed women workers for the new openings and new occupations.

c. Women should be trained for those jobs in defense industries which they have done in the past.

d. Women should be assigned to tasks in the defense industries inherently suited to their physiques, such as, (1) work on small parts; (2) operation of small machines requiring skill but little or no muscular strength, (3) work on large parts and very large machines necessitating the use of lifting devices for the operator whether man or woman.

II. WAGES

a. Wages for women should be the same as for men employed under similar conditions and on similar work.

Sex differentials should not be permitted. In establishment of minimum rates sex differences are forbidden by the Federal Fair Labor Standards Act and are also non-existent in the orders issued by Secretary Perkins under the Public Contract Act. They should also not be permitted in rates above the minimum where men and women

are doing work similar in type or in degree of skill required.

b. Overtime rates of at least time and a half should be paid, whenever women are employed beyond the standard hours.

c. Periodic revision of wage rates to correspond with marked variations in cost of living is necessary.

III. WORKING HOURS

a. Regular maximum hours for women should not exceed 8 a day and 40 or ~~42 a week~~ (according to whether they are employed in plants operating under contract with the U. S. Government regulated by the Public Contracts Act or wholly on a private basis whether or not covered by the Federal Fair Labor Standards Act.)

b. Overtime for women should be avoided in so far as possible, but when required, paid for at the rate of at least time and a half. For necessary overtime, the policy should be to avoid intensive use of the most efficient women workers by spreading the work to involve more workers for a short time.

c. A regular lunch period of from 30 to 60 minutes, according to circumstances, should make a normal break in the workday.

d. One and a half days of rest in seven is necessary, and the five-day week is desirable.

A rest period of at least 10 minutes in the middle of each 4-hour period without lengthening the workday is essential ~~for women on [illegible] operating or high-speed jobs~~.

IV. WORKING CONDITIONS

Plants should not be permitted to employ women under working conditions which are insanitary, hazardous, or dangerous to their health and safety.

Compliance with the safety, sanitary, and factory inspection laws of the State in which the work is performed should be required. In cases where question arises as to whether women are being adequately safeguarded, due either to inadequate State laws or to new developments, the Women's Bureau offers its consultative, advisory, or investigatory services.

a. Plant sanitation

Clean and well ordered establishments are necessary for health and efficiency. The following are required for such a program:

1. Washing facilities, in convenient locations with hot and cold water, soap, and individual towels.

2. Separate toilets for women, in locations convenient to workrooms. A ratio of at least one toilet to every 15 women.

3. Adequately equipped lunch room, dressing room, and rest room.

4. Good drinking facilities, with pure cool water, convenient to

workers, individual cups, or sanitary bubbling fountains.

b. Ventilation and lighting
Special attention based on scientific knowledge should be given to these matters for each industry employing women, in order to safeguard their health and promote their efficiency. This is particularly important in industries producing defense materials.

c. Seating arrangements
Special attention should be given to this matter to permit wherever possible, women to change their posture - to allow either sitting or standing - with provision of the right kind of chair, adjustable to both the worker and the particular occupation.

d. Safety
Increased attention must be given to all questions of plant safety in a period when speed-up policies, new processes or occupations for women, and use of new substances in manufacture are likely.

Special safety measures for women should include:

1. Carefully guarded machinery.

2. Adequate facilities for emergency care of injured or ill women.

3. Analysis of various substances (whether in use for some time or newly introduced into manufacture) to prevent possibility of any detrimental effects on the workers, especially as in some cases women are more seriously affected than men. The use of protective devices is essential.

4. Analysis of new occupations for women to insure: (1) Prevention of unduly fatiguing speed-up and (2) provision of possible devices to avoid unnecessary depletion of their strength and energies, as in lifting, stretching, etc.

5. Practicable work clothing for women, especially when employed on machine processes, to prevent skirts and hair from being caught in machinery.

6. Correct shoes

V. Industrial home work should not be permitted in production of defense materials.

VI. Personnel Policies

a. The appointment where women are employed, of a competent ~~woman~~ Person as employment executive, with responsibilities for conditions affecting women especially, will bring better results.

b. Participation of women in collective bargaining and in drawing up of employer-employee agreements pertaining to women workers is essential.

c. No women under 18 should be employed on types of machines or at occupations determined to be hazardous by the Children's Bureau in accord with the Federal Fair Labor Standards Act.

Training Women for New Occupations

The introduction of women into divisions hitherto staffed by men may be resented by foremen as well as by men workers - a situation which results in little aid to women workers from foremen or fellow workers. Therefore, in training women for new jobs during the World War, it was found to be important that women master the work to be done in a special section before they are assigned to the production room.

The training section varied in size from one set-up in the corner of a large work-room to large establishments giving intensive training to women workers. The typical school trained about 30 women at a time. Arithmetic, blue print reading, the use of measuring instruments were taught in addition to the operation of the essential machines. The length of the course varied from ten days to three weeks.

When instruction of women must be done by foremen, the choice of the foremen is important because women frequently lack the knowledge of mechanical terms and are too timid to ask for an explanation. Because young foremen may be overwhelmed with the task of teaching young women, it is important that foremen willing and able to instruct women workers be chosen and that their value in this respect be watched by manager or superintendent.

EXCERPTS FROM - Monthly Review of the U. S. Bureau of Labor Statistics, May, 1917

Resolutions of the American Association for Labor Legislation Passed at a Meeting on March 23, 1917, and Appearing in "Labor Laws In War Time"

-The following essential minimum requirements:

I. Safety.

1. Maintenance of all existing standards of safeguarding machinery and industrial processes for the prevention of accidents.

II. Sanitation.

1. Maintenance of all existing measures for the prevention of occupational diseases.
2. Immediate agreement upon practicable methods for the prevention of special occupational poisonings incident to making and handling explosives.

III. Hours.

1. Three-shift system in continuous industries.
2. In noncontinuous industries, maintenance of existing standard working-day as basic.
3. One day's rest in seven for all workers.

IV. Wages.

1. Equal pay for equal work, without discrimination as to sex.
2. Maintenance of existing wage rates for basic working-day.
3. Time and one-half for all hours beyond basic working-day.
4. Wage rates to be periodically revised to correspond with variations in the cost of living.

VI. Woman's Work.

1. Maintenance of existing special regulations regarding woman's work, including maximum hours, prohibition of night work, prohibited hazardous employments, and prohibited employment immediately before and after childbirth.

VII. Social Insurance.

1. Maintenance of existing standards of workmen's compensation for industrial accidents and diseases.
2. Extension of workmen's compensation laws to embrace occupational diseases, especially those particularly incident to the manufacture and handling of explosives.
3. Immediate investigation of the sickness problem among the workers to ascertain the advisability of establishing universal workmen's health insurance.

VIII. Labor Market.

1. Extension of existing systems of public employment bureaus to aid in the intelligent distribution of labor throughout the country.

IX. Administration of Labor Laws

1. Increased appropriations for enlarged staffs of inspectors to enforce labor legislation.
2. Representation of employees, employers, and the public on joint councils for cooperating with the labor departments in drafting and enforcing necessary regulations to put the foregoing principles into full effect.

WOMEN'S BUREAU
U. S. Department of Labor
Washington

STANDARDS FOR LABOR MUST BE MAINTAINED

The Department of Labor must stand against relaxing standards for labor.

Women workers are most severely affected by relaxed standards. The Women's Bureau was created to prevent the inefficiency of exploiting women workers in an emergency.

Emergency demands require that safeguards for labor be extended rather than relaxed.

I. The United States has not reached an extreme stage of emergency.

Though production must be increased, the means exist to do this without a breakdown of standards for labor.

1. There is no present threat of invasion here.

Only on close threat of invasion did England, for example, order a maximum week.

2. Sufficient workers are available for large expansion.

The Federal Employment Service has 600,000 names on active file.

Unemployment estimates vary. It is safe to say that millions of workers are unemployed.

3. Skilled workers are available for all the major needs.

Many skilled and experienced workers are among the unemployed.

Many others are in jobs less skilled than they can perform, and could be quickly transferred to jobs more highly skilled.

Machines have become more automatic, operations more finely broken down. The number of skilled workers needed thus is falling. This is the case, for example, in the manufacture of electrical supplies, steel, rubber, some branches of apparel, and other industries; it will occur in airplane plants.

4. Long working hours are unnecessary since improved machinery has created other means to increase production.

For example, in textiles over a 20-year period production increased 25 percent, but man-hours decreased 20 percent. In rubber plants over a 6-year period production increased 59 percent, employment fell 30 percent. In electrical manufacturing over an 8-year period employment fell 16 percent but the workers' productivity increased 32 percent in the heavy branch, over 100 percent in radio. Data for other industries show similar trends.

5. Sufficient plant capacity exists for very large expansion.

The steel industry, for example, is producing at only about 65 percent of capacity.

II. Existing hour laws are flexible, permitting adjustment of hours to needs.

Federal: The Wage-Hour Act does not place absolute limits on hours but merely requires overtime pay for extra hours. The Public Contracts Act also makes adequate provisions for flexibility. Before overtime is resorted to, reemployment should advance greatly.

State: The maximum legal limit to women's weekly hours of work is at least as long as 48 hours in almost all States. This is not a very short limit, since most workers have far shorter hours than this on normal full time, and large numbers have not full employment.

III. Overlong hours do not increase production, but rather reduce it in the long run. This is a matter of common knowledge, buttressed by scientific evidence and by years of accumulated experience. For example, the wartime experience of Great Britain (1914-18) proved that output declined because overtime work exhausted the worker. Women on "light labor" improved output after a considerable reduction of hours. Women on "moderately heavy" work increased production 8 percent after an hour reduction of 8.5 percent. In the same period in this country, production was increased with shortened work time in an Ohio clothing company, in a large automobile plant, in an Ohio hardware company, in factories making shoes, and so forth. (For details see attached mimeograph, especially p. 11.)

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Women's Bureau Program for Maintaining Labor Standards for Women Employed in Emergency Industries

I. Assembling information concerning the kind of work women may be called upon to perform.

1. Industries in which women may be employed.

a. Sources of information.

(1) Women's Bureau - Experience of the last World War.

(2) Public Contracts Division of the U. S. Department of Labor.

(3) The Department of the Navy

(4) The Department of War

b. Industries in which women probably will be employed.

(1) Airplane and parts

(2) Gas masks

(3) Munitions - chemicals and allied products.

(4) Uniforms, hats, shoes.

2. Processes at which women may be required to work.

a. Sources of information.

(1) Unions.

(2) Women's Bureau

(a) Experience of last war.

(b) Field staff

b. Work at which women succeeded in last war.

(1) Work in core rooms

(2) Use of small drilles

(3) Feeding automatic presses

(4) Operating automatic machines

(5) Tending power screw drivers

(6) Inspecting

(7) Assembling

(8) Semi-skilled work of many kinds which did not require muscular strength.

(9) Sewing operations

(10) More skilled jobs in which women succeeded after man power became scarce.

3. Hazards of occupations at which women may be employed during the emergency.

(a) Source of information

(1) Unions

(2) Women's Bureau

(3) State labor departments

(b) Type of hazard

(1) Poisonous substances.

(2) Machinery unadapted to women's size and strength

(3) Speed-up.

II. Defining standards to safeguard the welfare of women and to increase their efficiency

1. Selection of women workers for emergency work without unnecessary dislocation of those now employed.

(a) Placement of the unemployed first.

(1) Those not on W. P. A. rolls.

(2) Those on W. P. A. rolls.

(b) The drawing of women from their regular peacetime employment into emergency production only when necessity demands.

(1) To minimize the problem of readjustment of employment after the emergency.

(c) Cooperation of the Women's Bureau with the U. S. Employment Service and W. P. A. in formulating and carrying out placement policy.

2. Training women for requirements of new jobs

(a) Program outlined through cooperation of Women's Bureau with

(1) W. P. A.

(2) Apprenticeship Committee of U. S. Department of Labor

(3) Factory managers

(4) Union representatives

3. Establishment of labor standards.

(a) Women's Bureau and advisory committee of union representatives.

III. Securing compliance with standards established.

1. Enforcement of Walsh-Healey Act by Public Contracts Division of the U. S. Department of Labor.

2. Enforcement of Fair Labor Standards Act by Wage and Hour Division of the U. S. Department of Labor.

3. Investigation of conditions and enforcement of regulations applying specifically to women by Women's Bureau of U. S. Department of Labor. Cooperation with

(a) State labor departments and other agencies charged with duty of enforcing State laws governing conditions under which women work.

(b) Conciliation Service of U. S. Department of Labor

(1) Disputes concerning equal pay for equal work.

WOMEN'S BUREAU
U.S.Department of Labor
Washington

HIGH LIGHTS FROM EXPERIENCE 1914 - 1918

TO BREAK DOWN STANDARDS

Laws giving the Governor power to suspend labor regulations were passed in **Vermont**, **New Hampshire**, **Connecticut**, **Minnesota**. Similar action was taken in Massachusetts (putting this authority in the hands of a board). New York also passed such a bill but the Governor vetoed it. p.3

A **Women's Bureau** investigation showed prevalence of industrial poisons and detrimental fumes and gases in **Niagara Falls**. p.3

Suspension of the 8-hour day on government ship building took place before American entrance into war. p.3

Continuous night shift was instituted in **Bridgeport**, Connecticut. p.3

Women were employed in machine shops earlier than necessary to undercut standards, according to **Philadelphia** machinists. p.3

TO MAINTAIN STANDARDS

The President issued a statement urging that labor standards be kept up in a fight for "lifting the standards of life." p.6

The War Department issued an order stating that industrial safeguards contribute to efficiency. p.7

The Navy Secretary issued a statement that legal protection of workers is important for maximum production. p.7

The Bureau of Labor Statistics pointed to the danger of employing women merely to obtain cheap labor. p.6

The Women's Trade Union League issued standards necessary for women's work on Government contracts. p.7

The Consumers' League urged maintenance of standards. p.5

MEP:ld
5/24/40

June 5, 1940

WOMEN'S BUREAU
U. S. Department of Labor

Labor Advisory Committee to the Women's Bureau on Standards for the Employment of Women in the Defense Program

Organization		Representative
Amalgamated Clothing Workers of America	(CIO)	Dorothy Bellanca 15 Union Square New York City
International Association of Machinists	(AFL)	Mr. E. C. Davison, Sec'y-Treas. Machinists Bldg. 9th St. & Mt. Vernon Pl. Washington, D. C.
" " " "		Mrs. Helen J. Adams Dec. 20 1940 643 E. 34th St. Norfolk, Va.
International Brotherhood of Electrical Workers of America	(AFL)	Mr. M. H. Hedges, Director of Research 1200 15th St. N. W. Washington, D. C.
National Women's Trade Union League		Elisabeth Christman, Sec'y-Treas. 307 Machinists Bldg. Washington, D. C.
Steel Workers Organizing Committee	(CIO)	Mrs. Florence Cloves 855 Eighth Avenue Brackenridge, Pa.
Textile Workers Union of America	(CIO)	Elizabeth Nord
United Automobile Workers of America	(CIO)	Mrs. W. P. Cooper (Patricia Cooper) 733 E. Witherlere St. Flint, Michigan
United Rubber Workers of America	(CIO)	now Mrs. Stanley Hemrock Miss Margaret Cawger 251 S. Sycamore St. Ravenna, Ohio
United Electrical, Radio and Machine Workers of America	(CIO)	————

WOMEN'S BUREAU
U.S.Department of Labor
Washington

The active plans now being shaped and furthered by the Women's Bureau include:

1. Reiteration and fuller defining of standards necessary to produce efficiency in women's work.

2. Examination of types of work for women:
   Processes performed by women during the last war
   Processes newly employing women or adaptable to women's work.

3. Continued investigation of conditions surrounding women's work, the purpose for which the Women's Bureau was created in a war emergency.

4. Examination of needs and possibilities for training women into the new jobs required.

5. Planning for fitting the supply of woman labor to the need without dislocation of those now employed.

6. Cooperation with Federal and State agencies and organizations having to do with women's employment and work.

MEP:ld
5/23/40

1. Women excel in work requiring care and constant alertness, good eyesight, and use of light instruments, such as gauges, micrometers, vernier calipers - work calling for little physical exertion. These are characteristics of such jobs as inspection of castings, machinery and finished parts, of routine powder analysis, of testing electrical equipment.

2. Women excel at work requiring manipulative dexterity and speed but which permit them to set their own tempo and to work in a sitting position. These are characteristics of bench work calling for "laying out" work for machine operators, operating very small machines to finish small and irregular parts, assembling delicate instruments and machines, loading shells, filling powder bags.

3. Women excel in work requiring skill but little strength, either in handling parts or setting up of machines. These are characteristics of drilling machines, lathes, milling machines, grinding and polishing machines operating on small parts.

4. Women operate large machines successfully on heavy work when such work necessitates use of lifting devices and pneumatic chucks, whether work is done by men or women.

Women's Bureau
U. S. Department of Labor
Washington

Agenda for Meeting of Labor Advisory Committee on Standards for the Employment of Women in the Defense Program
June 28, 1940

I. Consideration of distribution of pamphlet Effective Industrial Use of Women in the Defense Program

   A. Among union officials
   B. Among employers

II. Establishment of cooperating units in each industry to consult with Women's Bureau concerning:

   Development of specific guidance pamphlet for each defense industry showing -

   1. List of occupations suitable for women
   2. Adaptation of equipment that is essential to safe-guard women and to increase their efficiency
   3. Changes in working conditions essential to well-being
   4. Requirements of occupations for women in relation to shop training of women.

III. Cooperation to aid in absorption of women workers under conditions determined under II.

   A. Women workers available
   B. Registration in employment offices

IV. Securance of adequate vocational training for women for defense industries

   A. New workers
   B. Mature women

WOMEN'S BUREAU
U.S.Department of Labor
Washington

WOMEN AVAILABLE FOR WORK IN DEFENSE INDUSTRIES
(June 1940)

Numbers of Women Available

At least 1½ million women probably would be immediately available for defense work, at least a fifth of these already having the necessary skills. This includes those actively seeking work through the Employment Security Agency, and those now on W.P.A.

There is a large additional group who have only partial employment and would be available for further work. Indicated by the 1937 Census of Unemployment this would be at least 1/2 million. It is probable that this is not an overestimate for the present, since the most recent manufacturing employment indexes (March 1940) are below those of November 1937.

Women Who Are Skilled

Well over 250,000 of the unemployed women are skilled, according to a recent preliminary report of the Employment Security Bureau. Of these skilled women, 34 percent are in Middle Western States; 22 percent in Middle Atlantic States (excluding New York); 20 percent in New England States; 14 percent in South Eastern States; 8 percent in Far Western and South Western States (excluding California).

Added to those unemployed and on W.P.A. work, there are large numbers of women now at work on jobs less skilled than they are accustomed to performing. These could quickly be called back to their more skilled occupations. Their number cannot be estimated.

Women do much of the skilled work in the manufacture of certain textiles and clothing, needed in a defense program. As these expand, additional women can be used in these types of work. For example, women comprise the following proportions of skilled workers:

	Percent
Knitted outerwear	76
Hosiery (full-fashioned)	52
Knitted underwear	30
Boots and shoes (not rubber)	22
Cotton goods	21

Experience as to Types of Work Women Perform Well

1. Women excel in work requiring care and constant alertness, good eyesight, and use of light instruments, such as gauges, micrometers, vernier calipers - work calling for little physical exertion. These are characteristics of such jobs as inspection of castings, machinery and finished parts, of routine powder analysis, of testing electrical equipment.

2. Women excel at work requiring manipulative dexterity and speed but which permit them to set their own tempo and to work in a sitting position. These are characteristics of bench work calling for "laying out" work for machine operators, operating very small machines to finish small and irregular parts, assembling delicate instruments and machines, loading shells, filling powder bags.

3. Women excel in work requiring skill but little strength, either in handling parts or setting up of machines. These are characteristics of drilling machines, lathes, milling machines, grinding and polishing machines operating on small parts.

4. Women operate large machines successfully on heavy work when such work necessitates use of lifting devices and pneumatic chucks, whether work is done by men or women.

SKILLED WOMEN WORKERS REPORTED BY THE

BUREAU OF EMPLOYMENT SECURITY

Latest figures available are preliminary reports on skilled workers on the Employment rolls, April 1940.

These include 33 States; important industrial States omitted are California and New York.

Skilled Women Workers Available

Total -	250,088
Technicians -	2,468
Skilled -	247,620

Distribution in Chief Geographic Areas

	Number	Percent
Midwest -	84,515	34
Middle Atlantic (N.Y. missing)	54,458	32
New England (Me. missing)	50,223	20
South (east of Miss.) (Miss. and Tenn. missing)	35,269	14
Far West and Southwest (Cal. missing)	20,999	8

Women Reported in Selected States

New Jersey	31,000	Indiana	6,000
Massachusetts	28,000	Minnesota	6,000
Pennsylvania	22,000	Washington	5,000
Ohio	14,000	Wisconsin	5,000
Illinois	14,000	Alabama	4,000
Michigan	11,000	Iowa	3,000
Missouri	11,000	Florida	3,000
North Carolina	11,000	New Hampshire	2,000
Nebraska	11,000	South Carolina	2,000
Texas	10,000	Vermont	1,000
Connecticut	9,000	West Virginia	1,000
Rhode Island	8,000		

WOMEN ON EMPLOYMENT SECURITY ROLLS, APRIL 1938

		Percent
Total 1/	1,376,831	
Manufacturing 1/	392,459	100.0
Textiles and their products	191,387	49.0
Food and allied	55,424	14.0
Machinery (not transportation)	29,603	7.5
Leather and its products	15,872	4.0
Iron and steel (not machinery)	13,186	3.0
Printing and publishing	12,701	3.0
Chemicals	9,033	2.0
Non-ferrous metals	9,001	2.0
Transportation equipment	8,871	2.0
Paper and allied	7,246	1.5
Stone, clay and glass	5,930	1.0
Rubber products	5,563	1.0
Distribution	117,152	

1/ Total exceeds details shown here.

WOMEN REPORTED FROM W.P.A. ROLLS

Latest available figures, reported to the Women's Bureau by telephone, are for April 1940

Women available - 331,003

On power machines -	High speed -	3,199
	Low speed -	14,031
		17,230

TRADES UNION NEWS July 26, 1940

July 2[illegible]

ASKS JOBS FOR WOMEN



Harris & Ewing

MARY ANDERSON

Jobs suited to women and women trained for jobs is the keynote of effective use of women in defense industries, sounded in Special Bulletin No. 1 of the Women's Bureau, U. S. Department of Labor, just off the press. Miss Mary Anderson, the Bureau's director states, "Women can do many jobs as well as, if not better than, men, but it is not the aim to have women replace men. We urge that women as well as men in need of employment be given opportunities for work in the program of expanded production."

DEPARTMENT OF LABOR (2262)
WOMEN'S BUREAU
Washington

WOMEN'S COMMITTEE OF WOMEN WORKERS FOR DEFENSE PROGRAM

The [illegible]n the defense program is now being studied by the Federal G[illegible]n's Bureau of the Department of Labor, Secretary Perkins r[illegible]g that Mary Anderson, Director of the Women's Bureau, h[illegible] committee of outstanding men and women at work in, or cc[illegible]ustries.

The [illegible]h the Bureau as to types of jobs in the expanded producti[illegible] are best fitted, and the employment conditions and poli[illegible]e the most effective use of women as a labor force wi[illegible]elfare.

"T[illegible]o serve on the committee represent hundreds of thousan[illegible]'ense industries," Miss Anderson said. "However, we plar[illegible] by appointing additional women from other indust[illegible]to the program."

T[illegible]des a representative from each of the following labor [illegible]

[illegible]'s of America; International Association of Machinists (the [illegible]e Committee being an airplane worker); International Broth[illegible]rs of America; National Women's Trade Union League; Steel[illegible]ttee; Textile Workers' Union of America; United Automobile Workers of America; United Rubber Workers of America.

For release
July 1, 1940.

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

(2262)

WOMEN'S BUREAU SETS UP ADVISORY COMMITTEE OF WOMEN WORKERS FOR DEFENSE PROGRAM

The role of the woman worker in the defense program is now being studied by the Federal Government through the Women's Bureau of the Department of Labor, Secretary Perkins reported today in announcing that Mary Anderson, Director of the Women's Bureau, has set up a labor advisory committee of outstanding men and women at work in, or connected with, defense industries.

The Committee will advise with the Bureau as to types of jobs in the expanded production program for which women are best fitted, and the employment conditions and policies necessary to guarantee the most effective use of women as a labor force without undermining their welfare.

"The women already invited to serve on the committee represent hundreds of thousands of women in the key defense industries," Miss Anderson said. "However, we plan to enlarge the Committee by appointing additional women from other industries likely to be drawn into the program."

To date the Committee includes a representative from each of the following labor groups:

Amalgamated Clothing Workers of America; International Association of Machinists (the representative woman on the Committee being an airplane worker); International Brotherhood of Electrical Workers of America; National Women's Trade Union League; Steel Workers' Organizing Committee; Textile Workers' Union of America; United Automobile Workers of America; United Rubber Workers of America.

"The first-hand knowledge of industrial conditions today possessed by these women representatives qualifies them to make practicable and valuable recommendations on how women workers can best function in the hour of need," Miss Anderson said.

"In development of such plans the Women's Bureau has been asked to take the lead because of experience gained during the acute emergency period following its origin in July 1918, and during the two succeeding decades of constantly changing economic conditions.

"The Committee recently met for the first time with members of the Bureau and conferred on a forthcoming Bureau bulletin on advisable kinds of work and working conditions for women in the defense industries.

"The program of expanded production calls for speed, quality, and quantity of output over an extended period. This can be attained only when working conditions leading to fatigue, discomfort, ill health, or accident are eliminated.

"Thus the program of expanded production will require sound employment policies. These must be carefully worked out from the viewpoint both of the defense program and the normal manufacture of goods. The situation must be analyzed in regard to men and women workers, both those having jobs and those seeking employment. Attention must be given to the needs of the present in relation to the future to prevent industrial dislocations."

AGENDA

I. Opening Statement

2. Discussion of standards in general

3. Discussion of clauses to be included in the contract

4. Concluding statement

   a. Standards have been formulated and clauses suggested for inclusion in contracts

   b. Next comes the question of getting compliance with the recommended standards

   c. In the employment of women the Women's Bureau should be called on to render consultative service to employers and workers

   d. Then too the Women's Bureau should make investigations to find out if standards are being complied with

   e. As the field is large and intensive work will be necessary, there should be allotted, from the appropriation provided for Government agencies in the Emergency Appropriation Bill, sufficient funds to the Women's Bureau to enable it to carry out its part in the defense program.

CLAUSES TO BE INCLUDED IN CONTRACTS

LABOR STANDARDS

1. Federal and State regulations as to hours of work, wages, and plant conditions shall continue to be in effect. Provided, that if hours of work are extended by order of the Secretary of Labor (as provided in the Public Contracts Act) work for all hours over 40 shall be paid for at time and one-half the regular rate for the job.

   Note. The Public Contracts Act provides:

   (a) A minimum wage determined by the Secretary of Labor on the basis of the prevailing minimum.

   (b) No employment of boys under 16 or girls under 18.

   (c) A basic 8-hour day, 40-hour week.

   (d) No performance in surroundings unsanitary or hazardous or dangerous to health and safety of employees. Applies to supplementary materials as well as those contracted for. Includes compliance with State regulations.

2. The standard of wages hitherto prevailing for men shall not be lowered where women are employed on similar work.

3. Adequate known precautions shall be provided against injury from unguarded machinery, explosive chemicals, or other poisonous substances.

4. No work shall be given out by any manufacturer or contractor to be performed in homes.

   Note. This requirement is important both to the health of the users of equipment manufactured, and to standards of the industry.

5. Where standards for labor have not been established, the standards provided for in the Public Contracts Act shall apply.

6. Where women are employed, such additional standards shall be complied with as the Women's Bureau in the Department of Labor shall from time to time find necessary to provide suitable working conditions.

W B Defense Advis Comm 1940

Women's Bureau
U. S. Department of Labor
Washington

Agenda for Meeting of Labor Advisory Committee on Standards
for the Employment of Women in the Defense Program
June 28, 1940

I. Consideration of distribution of pamphlet Effective Industrial Use of Women in the Defense Program

   A. Among union officials
   B. Among employers

II. Establishment of cooperating units in each industry to consult with Women's Bureau concerning:

   Development of specific guidance pamphlet for each defense industry showing -

   1. List of occupations suitable for women
   2. Adaptation of equipment that is essential to safe-guard women and to increase their efficiency
   3. Changes in working conditions essential to well-being
   4. Requirements of occupations for women in relation to shop training of women.

III. Cooperation to aid in absorption of women workers under conditions determined under II.

   A. Women workers available
   B. Registration in employment offices

IV. Securance of adequate vocational training for women for defense industries

   A. New workers
   B. Mature women

WOMEN'S BUREAU
U. S. Department of Labor
Washington

WB Defense Ed.
Comm. 1940

Second Meeting
Advisory Committee to the Women's Bureau
on
Standards for the Employment of Women in the Defense Program
June 28, 1940 at 10 a.m.
Miss Anderson's office, Department of Labor, Washington.

Present:

Mrs. Dorothy Bellanca, representing Amalgamated Clothing Workers of America
Mrs. Helen J. Adams, " International Association of Machinists
Miss Elisabeth Christman, " National Women's Trade Union League
Mrs. Florence Clowes, " Steel Workers Organizing Committee
Miss Elizabeth Nord, " Textile Workers Union of America
Mrs. W. P. Cooper, " United Automobile Workers of America
Miss Margaret Cowger, " United Rubber Workers of America
Women's Bureau:
Miss Anderson, Chairman
Miss Nienburg
Miss Robinson
Miss Stitt (for a short time in the afternoon)

Not Present:

Mr. M. H. Hedges, representing International Brotherhood of Electrical Workers
Mr. E. C. Davison, " International Association of Machinists

(Miss Anderson had to leave the conference at 11 o'clock to attend the Secretary's Friday conference, but rejoined the group for luncheon and the afternoon session. Miss Nienburg acted as chairman in her absence)

ACTION TAKEN AT MORNING SESSION

1. The committee members felt that many workers were unaware of the provisions of the Public Contracts Act for work on Government contracts. Therefore the Women's Bureau agreed to send to each member of the committee a tabulation of the products and the rates set by the Secretary of Labor on Government contracts; a product not listed will mean that no rate has been set.

2. It was suggested that a picture be taken of the committee for use in publicizing the bulletin on the Effective Industrial Use of Women in the Defense Program in the magazines and newspapers of the various organizations represented, at the time of its release. It was arranged to take the picture at 2:30 in the afternoon.

3. The committee recommended that there be a woman adviser to the labor representative on the Advisory Commission to the Council of National Defense, on women's work and women's problems. Copy of this resolution is attached.

4. It was agreed that each member of the committee will take care of the publicity and the distribution to the important officials and whomever she feels ought to have the bulletin in her union and her industry.

   Each member of the committee will advise the Women's Bureau as to how many copies she will want sent to her and where they are to be sent. (Miss Christman requested 1,000 copies if possible, or 500 copies, as soon as possible.)

   The Women's Bureau will send one or two of the advance copies of the bulletin to each member of the committee for publicity use in connection with the picture of the committee to appear in their magazines.

5. The committee recommended that the Women's Bureau send a copy of the bulletin to every employer who has a government contract.

6. Mrs. Cooper gave Miss Nienburg a list prepared by her research department of the types of work women do in auto. Mrs. Clowes agreed to send a similar list for women in steel, Miss Cowger for rubber and Mrs. Adams for airplane repair.

7. The members of the committee felt strongly that a cover such as that on the new Women's Bureau standards leaflet would be much more effective than a plain black and white bulletin. It was suggested that the same cover in another color might be used. They were in favor of this even though it might delay somewhat the printing of the bulletin. Miss Nienburg promised the committee that this will be done if possible.

The morning session adjourned at 12 o'clock in order that the members of the committee could attend the Bureau of Labor Statistics luncheon for which Miss Anderson had secured reservations for them.

ACTION TAKEN AT AFTERNOON SESSION

1. The committee instructed Miss Anderson to transmit by letter to Mr. Hillman the resolution concerning a woman consultant passed at the morning session.

2. Inasmuch as large funds are available and are going to be spent for vocational training, and should be spent with the full cooperation of the labor groups, the committee -

   1. Recommended that the Women's Bureau try to work for apprenticeships for women, as this is the psychological time to try to get women the opportunity to definitely develop a trade.
   2. Agreed to send the Women's Bureau lists of occupations in their industries for which women could be trained, either by full-time apprenticeships or by shorter periods of apprenticeship adapted to the work women can do.

3. Agreed to advise the Bureau of things in their community for which women might receive vocational training or might serve apprenticeships, and to talk over this matter with the men in their unions.

The afternoon session met at 1:30 p.m., and adjourned at 3:45 p.m. Miss Anderson thought another meeting of the committee will be held in July, probably the latter part, depending upon conditions. She promised to let the committee members know the progress that is being made.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

The Labor Advisory Committee to the Women's Bureau on standards for employment of women met in Washington June 28, 1940 to consider further the effective use of women in the defense program.

It was agreed that the problems involved in the employment of women under conditions essential to health and to production are such that it was unanimously recommended:

> That the labor member of the Advisory Commission to the Council of National Defense be asked to appoint a woman thoroughly conversant with the employment problems of women to serve as consultant to him on the defense program.

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11-7-1940

U. S. Department of Labor
WOMEN'S BUREAU
Washington

REPORT OF THE CONFERENCE ON VOCATIONAL TRAINING OF WOMEN UNDER THE DEFENSE PROGRAM CALLED BY THE WOMEN'S BUREAU OF THE U. S. DEPARTMENT OF LABOR
November 7, 1940

That women must have every opportunity to secure vocational training that will fit them for employment in defense industries was the key note of an all-day conference of the Advisory Committee to the Women's Bureau and the Labor Advisory Committee on Standards for the Employment of Women in the Defense Program called by the Women's Bureau for November 7, 1940. The women attending the conference represented organizations with a total membership of approximately nine million women. The opinions expressed by these representatives reflected the sentiments of their constituents, who through their organizations are in a position actively to support the action taken by the Conference on November 7.

Miss Mary Anderson, director of the Women's Bureau, explained in her opening address to the conference that Congress has appropriated during recent months 75 million dollars to be used for the vocational training of workers who are or will be employed in establishments producing defense materials for the Government. She commended the farsighted action of the Congress in thus providing for training that will enable the workers of America to produce more effectively the goods which the Nation needs in this emergency and that will increase workers' permanent skills and their earning capacity. The great concern of the Women's Bureau, explained Miss Anderson, is that women as well as men shall have opportunity to secure the full benefits of the vocational training that is being provided by the Government out of public funds.

During the war of 1914-18, many thousands of women worked with remarkable skill and success in munition plants and other war industries. Today there is no shortage of labor, due to the great numbers of workers who have remained unemployed since the depression. Because of this fact there has been little demand as yet for the employment of women on work usually done by men. However, as the defense program expands and the Selective Service Act becomes fully operative a shortage of men in industry may be expected. Women should be ~~trained~~ now to fill the positions which almost certainly they will be required to fill in the near future. Women, like men, must work in order to support themselves and their dependents; women, like men, have been and still are the victims of unemployment. The two sexes should be given equal opportunity to secure the training that will equip them to hold, now or later, any job in which their services may be of value to the Nation.

Miss Anderson read a letter addressed by her to Dr. John W. Studebaker, Commissioner of Education, in which she had asked Dr. Studebaker to recommend to the public trade schools offering training for defense production that women wishing to take such training be given the same opportunities to do so as are given to men. Dr. Studebaker's reply, also read by Miss Anderson, stated that her letter had been referred to the Trade and Industrial Education Service under which the training programs for industries essential to the National Defense have been operated in connection with the State Boards of Vocational Education. He called attention to the fact that "the law under which the Office of Education has been operating the Defense Training Program makes no mention of sex," that "women and young girls are eligible for training on the same terms as men," and that "as soon as employers show an inclination to use women, training will be offered them."

Miss Anderson then introduced Miss Ethel Erickson, member of the staff of the Women's Bureau, who in recent weeks had visited 40 plants in eastern and middlewestern States to discover what part women are taking in defense production, the kinds of work they are actually doing, and the jobs and skills for which they may be adapted.

Miss Erickson stated that she had found women working at almost every conceivable process in aircraft manufacture, in plants making machine tools, fabricating metals, making electrical goods, and pressed goods, though most of such work requires a considerable degree of skill. Miss Erickson is convinced that large numbers of women could do not only the work that she found women doing in the plants she visited, but other and more highly skilled work, if given the opportunity for training in subjects related to their jobs, such as mechanical drawing and blueprint reading, the use of measuring gauges, the differences in the hardness of metals, and the use of tools for cutting metals. It is not only skill and dexterity that are needed, but related knowledge that will make possible women's advancement to more technical work if a shortage of men develops.

The plan for training labor within industry was described to the Conference by Mr. Channing R. Dooley, who has been loaned to the Government by the Socony Vacuum Oil Company to direct the Training-Within-Industry Section of the Advisory Commission to the Council on National Defense. Mr. Dooley explained the very interesting and important program of his section, but admitted that thus far no consideration had been given to the special question of training of women. The training-within-industry program is concerned with what Mr. Dooley called upgrading: That is, workers on the job are given intensive training for specific processes, those who show unusual aptitude are selected for training for jobs requiring still greater skill, and

this process continues until the workers with the greatest ability have been developed into all-round mechanics. Mr. Dooley's section has been serving as a clearing house for information concerning in-service training courses. Plans that have been found successful in some establishments have been written up and reported to concerns seeking information about such programs. Eventually 22 district offices will be set up in the industrial centers of the United States. Experts in the field of in-service training - and it is estimated that only about 200 people in the United States have had successful experience in this field - will be asked to volunteer their services. Through the district offices they will serve as consultants to employers in their areas who are interested in developing training courses for workers on the job.

A short talk on the training being given to girls under the National Youth Administration was given by Miss Greta Franke and Mrs. Charley Tidd Coles described the work of the W.P.A. The principal address of the afternoon was made by Dr. John C. Wright, assistant commissioner for Vocational Education, U. S. Office of Education, who spoke on the general subject of Vocational Training for National Defense. He said that during the summer of 1940 the Congress authorized the Vocational Division of the Office of Education to train workers for defense industries and appropriated $15,000,000 to pay for the cost of instruction under this program. The Advisory Commission to the Council on National Defense was created about the same time, and Mr. Sidney Hillman was appointed Commissioner of Labor on that Commission. One function of Mr. Hillman's division is to advise the Vocational Division of the Office of Education concerning the industries that are considered essential to the national defense, and the number of people who should be trained in order that these industries shall be supplied adequately with skilled workers.

The law specifies that all trainees shall be selected from registers of the public employment offices or from workers already employed. As the purpose of the training program is to prepare as rapidly as possible skilled workers to fill positions in the defense industries, the employment offices select from their registers first those workers who have had some experience in the kind of work for which the training is to be given. Thus far there have been plenty of men available for the training that has been offered. Practically no women have been enrolled in the 600 courses that have been organized under the defense training program; in fact, Dr. Wright reported that on November 7 only 10 women were enrolled, and in only 5 of the 600 courses, but he predicted that as the supply of men decreases women gradually will be certified for training. He suggested that in anticipation of such demand the Women's Bureau should prepare a list of the occupations for which women are fitted and for which training courses should be organized. He was told by Miss Bertha Nienburg, assistant director of the Women's Bureau, that such a list had been prepared.

Following these reports by representatives of the Government's defense program, which showed conclusively that thus far no provision has been made for the training of women for defense jobs in industry, the delegates to the conference voiced insistent demands that women be trained, and trained now, for the work that all speakers conceded they would soon be called on to do. The delegates were of the opinion that the present plan of waiting until a shortage of man-power develops before training women to fill the jobs for which they will be required is shortsighted and wasteful. More than once the observation was made that women as well as men pay the taxes from which the defense vocational program is being financed and their needs should be adequately provided for in any national program that is being developed.

As a first step toward securing the fulfillment of the recommendations made by the conference, the delegates moved that a committee of the trade union members present be appointed by Miss Anderson to call upon Mr. Hillman and present to him the need for immediate training of women for defense production and to ask that proper provision for such training be made.

Action taken by the conference included the following:

1. Endorsement of a list of occupations submitted by the Women's Bureau, as an initial list of types of work in defense industries for which women, as well as men, should receive training.

2. In order that women's training for and employment in these and other occupations may become actualities, and that standards for the employment of women may be observed in defense industries, it was agreed that the President of the United States be requested by the organizations represented at the conference to allocate defense funds to the Women's Bureau to carry out such defense functions.

3. It was agreed that a committee of trade union women present be appointed to call on Mr. Hillman, Advisory Committee on National Defense, and discuss with him the need for women's training and for the appointment of a woman on the Defense Council staff to be responsible for the participation of women in the emergency program.

4. Endorsement of an amended list of occupations submitted by the Women's Bureau as an initial list of service occupations for which women shall receive training.

5. Agreement that the U.S. Board of Vocational Education be asked to employ the same proportion of women field representatives on its paid staff as there are women among wage earners, that is, in the proportion of one woman to four men.

REPORT

Conference on National Defense held at Vassar College

December 5 and 6, 1940

A group of fifty women, experienced in various fields of civic activities, met together at Vassar College December 5 and 6. Among them were experts in certain government positions and special national private agencies, and twenty executives of large national women's organizations.

The meeting was opened by Dr. Barbara Stimson, the general chairman, who said that the purpose of the meeting was to fashion a working program, constructive and cooperative, in which each woman, both as an individual and as a member of her organization, might find her place, not temporarily in the emotional rush to do something, but permanently in a rational desire to make each community strong for defense and strong in time of peace. She pointed out that those attending would not commit the organizations with which they were connected in any way by what they said at the meeting.

Dr. Stimson introduced Miss Starbuck, the chairman of the first session, who stated that the rôle of women in the defense program needs further clarification; that the number of women's organizations raises the danger that there may be duplication of effort, and that there is therefore a general recognition of the need and desire for clearance and coordination.

Those present were asked to state the problems recognized by the various organizations; what can be done to help solve those problems and what help is needed in the way of direction and further coordination. It was again emphasized that the purpose of the meeting was to set up a practical program, listing the steps to be taken in utilizing the tremendous power of women and women's organizations and making it count not only for the immediate situation, but also for long term objectives.

Members of volunteer groups were then asked to state their view of the existing problems.

Mrs. J. K. Pettengill of the National Congress of Parents and Teachers said that the attention of that organization was centered around children and youth. The organization thinks in terms of children and the future. They are concerned with seeing that what is done now is done with a long point of view in terms of the future so that when the emergency is over, new problems will not be created which cannot be met because of depleted resources. There has already been interruption of plans for children in the home, the school, the country. Conscription does something to homes and to family relationships. She raised the question of how much is being sacrificed of cultural heritage because of immediate pressures and said that in community life, it seems necessary to demand that certain community activities be kept for the morale of the community.

Mrs. Henry M. Robert, Jr., of the National Society of Daughters of the American Revolution, felt that there were two phases to the current situation, the tangible and the intangible, one of which could be emphasized to the disadvantage of the other. The tangible phase is the material one of building up physical defenses, while the intangible phase is in the mind and heart of the people, who must first have faith that they have something to defend. She felt that the fact should be emphasized that service is being given by the established organizations, even if they do not rush into new fields. Their work should be publicized and a feeling created that these services are an essential part of defense, and an essential part of the future. People should be discouraged from abandoning some of those essential services in an effort to share in the new. Americanization, for instance, and naturalization are more important than ever. Mrs. Robert suggested that youth service groups, such as the Girl Scouts, Campfire Girls and Boy Scouts could help take care of many of the intangible things.

Mrs. De Forest Van Slyck, of the Junior Leagues of America, said that it is necessary to think in terms of meeting community needs which vary with the times and in each community, rather than to get into a discussion of new services versus old established services. Consideration of the whole question of volunteer service and coordination in local communities is absolutely essential. Numbers of new organizations are springing up to give volunteer service for defense, with an appalling amount of duplication in registering, recruiting and training, and a resulting neglect of the established community programs which must go on. She felt that a practical community plan was needed, calling for a coordinating committee to recruit and train volunteers and place them to meet community needs, not just for new defense work but to maintain the programs of the regular community agencies.

Frances Loomis of the Campfire Girls expressed the opinion that the educational angle was important at this time. She said that creative leadership was one answer to the question of what volunteer organizations might do in coordinating the work of groups such as the Campfire Girls and Girl Scouts.

Miss Anna Lord Strauss of the New York City League of Women Voters said that the work of her organization was in the field of government, believing that the only way to keep a democratic society is by training citizens to accept the responsibilities along with the privileges. She stressed the fact that we are faced with fundamental economic changes in all communities and must therefore know our own communities and prepare ourselves with such knowledge.

Miss Rose Schneiderman of the National Women's Trade Union League of America said that her organization wished to see young women given the same right to train for industry that boys have, but that women had been omitted from most of the training programs. The Women's Trade Union League is interested in the maintenance of labor standards during the national emergency and Miss Schneiderman pointed out that there is still a great army of unemployed who can be used in industry, so that it should not be necessary to break down labor standards by increasing hours. She said that when the time comes to make sacrifices, labor will accept them, but that time has not yet come. Furthermore, peace of mind and security to the worker are as important as arms for defense.

Miss Louise Bache of the National Federation of Business and Professional Women's Clubs, Inc., said that the suggestion to "make democracy work in our communities" is too vague. Men are being drafted for military service by government and it is rather clear that women feel that suggestions for the utilization of their services should also come from Washington. The dilemma at present is that the material coming from government in connection with national defense does not solve the problems of organizations because it is not coordinated and is too diffuse and specialized.

The result is that all about us we see women marching off in units, some doing this, some that, consumed with the desire to do something but not always with a very clear picture of their contribution in terms of the common good. It is therefore becoming increasingly clear that some practical suggestions are needed which will convert this desire to serve into a productive well-focused force which can be used effectively in defense of democracy.

Miss Mary Elizabeth Pidgeon, Director of Research Division, Women's Bureau of the U. S. Department of Labor, said it was obvious that women in industry have an important part in the defense program. This was the experience in 1914-18 as well as in the countries at war today. The difficulty now is to see that the training programs are open to women so that they can take their places. The Women's Bureau has three specialized lines of activity:

1. It has organized an advisory committee of women in industry which concentrates on the problem of training women for defense.

2. It has restated the necessary conditions under which the employment of women should take place and has studied such problems as the hours of work to prevent overfatigue, industrial poisoning, etc.

3. It is conducting a field survey of a large number of plants in which women are employed in order to bring the data up to date.

Miss Pidgeon said that women should know something about the industrial conditions in their communities, the kind of workers needed and the workers available, bearing in mind the fact that if men are called away, there will be more need for women in industry and that these women should be trained.

Major Julia Stimson, president of the American Nurses' Association, stated that the nursing profession is well organized. A great deal was learned in the last war and the whole present concern of the profession is with total defense. A number of objectives have been set up; among them, not to create an oversupply of nurses and not to cut education or to forget standards. Organized nursing is determined to take a longer view and to strengthen and not weaken nursing educational defenses.

A letter from Dr. Esther P. Lovejoy of the American Women's Hospitals was read in which she stated that since the beginning of the war, the organization has cooperated with the French Medical Women's Association and the Medical Women's Federation of Great Britain in the care of civilian sick and wounded. It is also

carrying on work in Greece, in this country, and assisting Medical Women in China. She said that cooperation is the keynote of their policy at home and abroad, and in anticipation of special need for medical service in any emergency which may arise, two thousand women physicians have recently been registered to serve in a Medical Women's Reserve Corps in local communities for the purpose of cooperating with authorized medical societies, hospitals, clinics, women's clubs, and other groups organized for national service and relief of suffering.

Mrs. Martha Eddy of the Cornell University Extension Service, Division of Home Economics, said that an effort is being made to register all home economists in the country. It is believed that the nutrition program will play a large part in defense. About three years ago, the nutritionists in New York State felt that the time had come to coordinate their work so that all the people working with families in the home would speak the same language and teach the same thing. Two years ago, a meeting was held to discuss what could be done about the fact that one-third of the people in the United States are not adequately fed. At a second conference, the need was expressed for coordination on a community basis and a plan is now under way.

Mrs. Eddy said that in this connection there are four definite jobs: to bring to all people a knowledge of what constitutes an adequate diet; to give information to all the families in every community as to what to purchase, how to prepare and preserve food, and if the income is not adequate, to see how it can be provided; to get the family to eat the food it needs; and to make every homemaker feel that the best contribution she can make is to feed her family so that it will be strong for the service of the community.

Mrs. Charlotte Payne of the National Council of Women of the United States said that in June that organization issued a defense statement on what women could do to preserve democracy in the community.

Miss Rachel F. Staples of the American Red Cross said that the American Red Cross is a national organization with an international tie-up. The Red Cross does not want to duplicate the work of other organizations in a community and has varied programs adapted to community needs.

Mrs. Mary Patchin, District Superintendent, New York State Employment Service, described the intensive job being done in listing and registering women in classifications needed in the defense program. She said that it is evident that while much woman power is available, it is not yet being generally used.

END OF THE THURSDAY MORNING SESSION

THURSDAY AFTERNOON SESSION

Dr. Stimson introduced Miss Helen Kenyon, chairman of the Second Session.

Miss Bertha McCall addressed the meeting as a member of the National Social Work Council, which has been studying the probable dislocations in community and family life arising from the national situation and the defense program. Since the N. S. W. C. is a group of some twenty-five or thirty national social work agencies, they have been trying to work toward a program for social work in the national defense to which they could all subscribe. Working with the N.S.W.C. are the National Health Council, the National Education-Recreation Council, and the National Social Case Work Council. Miss McCall said that the N.S.W.C. is considering the problem from the angle of total defense, which means every individual, every institution, and every community in this country. Every community will be affected by total defense through the call of men to service, the call of men and women to industry, the call to people to help behind the lines and the call to every one of us to carry on routine things. Serious problems have already arisen through the sudden concentration of people both in new communities and in ones already established. These are: lack of adequate housing for civilian industrial workers and their families, as well as for the military; inadequacy of health facilities, especially for nonresidents in the communities; inadequacy of educational facilities and inadequacy of recreation facilities. In addition to these, there are the individual problems of families whose men have been conscripted and the problem of camp followers. Miss McCall spoke further of the problem of migratory workers in communities where defense industries are operating and emphasized the importance of using Federal, State and Local Employment services to register these workers and their needs. The question also arises as to what should be done about these nonresident groups when the emergency is over.

Another problem in the communities is that of the rejected draftees and how to get them employment. Miss McCall said that no one program can be suggested that will meet the needs of all communities, but that certain points are important. These are: the need for keeping up individual morale; unity in leadership and planning; the use of existing services; the coordination of volunteer service; and the coordination of financial support for the program. She mentioned the need to know what governmental groups are going to do before private agencies can plan their work effectively.

Mr. Allen Moore, assistant director of the Division of State and Local Cooperation, Advisory Commission to the Council of National Defense, spoke on government plans for integrating women in the defense program. He said that women are being used in the defense program and will be used more, but that the government has no formal plan for integrating them and should have no formal plan. He stated that the job of total defense is the job of all citizens, and that while the job of active defense is that of the military authorities, that of passive or non-military defense includes everything else and should be participated in by everyone. Women will participate in this, not as women, but as citizens.

He pointed out the many fields of public activity which did not exist at the time of the last war, such as: public employment services, social security, housing authority, public relief departments, etc., in which women are taking part. He emphasized the necessity for doing one's individual job better and for organizations to scrutinize their programs and concentrate rather than scatter their activities. He described the State and Local Councils of Defense, the former to be appointed by the governors of the states and the latter by the local mayors. He recommended that all services be made available to the local defense councils, and said that the services of women as such could be used by existing community agencies and by the local defense councils.

In response to a question, Mr. Moore said that the local defense councils are made up similarly to the National and State Councils, along functional lines representing industry, consumers, public health, public welfare, etc.; that private agencies as well as government services will be used and that the National Defense Council is recommending that women be represented on State and Local Defense Councils.

Dr. Caroline Ware, assistant to Miss Harriet Elliott of the Advisory Commission to the Council of National Defense, agreed with Mr. Moore that there should be no government plans for the organization of women as such. She said that the basic job of defense is community defense and that while there is no "blue print" for the integration of women in the defense program, there are certain principles to be followed. First, existing organizations should be used and expanded where necessary. Second, existing organizations should tie in with state and local defense councils. For example, in New Jersey, representatives of women's organizations have been appointed to the Consumer Committee of the State Defense Council. Third, professional and lay participation should be integrated so that professional standards can be maintained at the same time that lay energy and ability is being used. Finally, organizations who wish to do a proper job in the community should include not only women who are leaders, but find a way for the participation of all groups in the community.

Miss Grete Franke of the National Youth Administration (Girls' Work, Division of Work Projects) described the N. Y. A.'s student aid program and their out-of-school work projects. She said that there will be programs for the training of women for industrial and business jobs connected with the defense program, and also in community services, such as hospital work, nursery schools, public health nursing programs, etc. She said that women's organizations can help in this work by finding out what employment possibilities there are in the communities and reporting them to the N. Y. A. in the state, region, or district.

Miss Agnes Cronin of the Federal Works Agency, W. P. A., presented the work of the W. P. A. under three headings, all of which are considered a part of National Defense. These are: welfare projects, community service projects and research and records projects. She said that the W. P. A. has some organization in every county which will be useful when surveys are made and plans defined for community organizations.

Miss Elizabeth MacDonald, Eastern Regional Director of the Associated Women of the American Farm Bureau Federation, spoke in behalf of the farm women. She said that they are busy producing food and hope to help in every way in national defense.

Discussion showed that women's organizations want and do not get information from Mr. Bane's office, i. e., the Division of State and Local Cooperation of the Council of National Defense.

Mr. Moore was asked if he had said that women should help as individuals, and not as groups. He replied that women as organizations will not participate as they did in the first world war, as the army and navy are now taking care of recreation within the military camps. However, women's organizations should coordinate all their activities with the National Defense Council. Furthermore, each woman serves as a worker in her community, although she is also a member of her organization.

END OF THE THURSDAY AFTERNOON SESSION

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THURSDAY EVENING SESSION

Dr. Henry Noble MacCracken, president of Vassar College, welcomed those present on behalf of Vassar College. He urged the necessity of reflection before action.

Miss Helen Arbuthnot from the British Library of Information outlined the British organization of women for defense, and the four spheres of English Women's defense activity, emphasizing the concrete working relationship between government units and women's professional and civic organizations. The tasks of British women, whether they be in industry, the land army, in the auxiliaries of the armed forces, in civil defense, or within voluntary community services, are integrated with those of men and the community at large. A National Service pamphlet, distributed at the beginning of the war by the government to every household in the country, helped through its simple, concrete outline, men and women alike to survey where their services could best be utilized and showed where they were most needed.

Women's work has continued to be defined in an orderly fashion, by the cooperative efforts of government and women's associations, professional or civic, according to the particular activity concerned. Coordinated planning is evident in local as well as national units. No overall registration of women has been necessary. As specific needs arise, government and professional and civic groups organize and train the women best able to meet them. The volunteer sphere is no exception, organized as it is at the initiative of the government under the Women's Voluntary Services, in which are represented over sixty women's autonomous groups.

END OF THURSDAY EVENING SESSION

FRIDAY MORNING SESSION

This session was held in the form of two round-table discussion groups conducted by Mrs. Charles Poletti and Miss Kathryn Starbuck. Starting with a common work sheet, each group discussed principles and recommendations for presentation to the afternoon session.

FRIDAY AFTERNOON SESSION

Dean C. Mildred Thompson of Vassar conducted the final session of the two-day meeting. Mrs. Poletti and Miss Starbuck presented the reports of the groups over which they had presided during the morning session. After discussion, the meeting adopted certain basic principles and made specific recommendations which will be found attached to this report as the Findings of the Meeting. In addition to the approval of these findings, it was voted to send copies of this report to Mr. Paul McNutt, Miss Harriet Elliott, the members of the entire Defense Commission, and any other government officers deemed advisable. It was also voted to communicate the need for further clarification on the point at which national women's organizations tie in with the National Defense Commission to Miss Elliott, Mr. Frank Bane, and Mr. McNutt.

Mrs. Thurman of the National Council of Negro Women of the U. S., requested that this organization be included in and consulted on any plans, as they were making an exhaustive study and can be helpful in communities by making contacts with colored leaders.

END OF THE FRIDAY AFTERNOON SESSION

Miss Anderson's copy

FINDINGS OF THE CONFERENCE ON NATIONAL DEFENSE HELD AT

ALUMNAE HOUSE, VASSAR COLLEGE, December 5 and 6, 1940

A group of fifty women, experienced in various fields of civic activity, met together at Vassar December 5 and 6. Among them were experts in certain government positions and special national private agencies and twenty executives of large national women's organizations. The purpose of this meeting was to take advantage of the general interest in National Defense and to discuss a working program, constructive and cooperative, which will dramatize for the citizens the need for finding their place, not temporarily, in the emotional rush to "do something", but permanently in the rational desire to make each community strong for defense and strong in time of peace.

The following basic principles were adopted:

(1) In a total defense program, non-military defense is as important as armed forces, and every man and woman should take part in it. The work of women in the defense program lies in the field of non-military defense. Many women are already engaged in defense industries and more will be undoubtedly drawn into them. Many women are engaged in the maintenance of the "home front" and more will be drawn into this field.

(2) The problems of non-military defense present themselves in the local community andmust be met there, recognizing the community connections with the State and Federal groups. The problems in every community which will need attention fall under some of the following headings: Nutrition, Health, Housing, Recreation, Relief, Vocational Guidance and Training, Naturalization and Americanization, Employment, Education, Maladjustments in Family Life, Cost of Living, Labor Standards, Knowledge of Governmental Functions and Resources.

(3) The continuation and strengthening of essential community services and preservation of civil liberties are essential.

(4) It is essential that existing services, both public and private, as they affect total defense, be used and coordinated in any local plan for home defense andthat as far as possible, the creation of new agencies be avoided unless necessary to meet a specific need which cannot be met by an extension of existing services.

(5) It is important that labor standards be maintained.

(6) It is also important that professional standards be maintained and that opportunity for genuine participation be given to less highly trained people and to volunteers. There is need for further extension of the cooperation between the professional and the volunteer worker and in this extension, responsibility for training and supervision should rest with the professional group. It is the responsibility of both professional and lay people to be alert to new needs and opportunities for volunteer service.

(7) It is the responsibility of every citizen to understand and participate in the functioning of government in the local community.

SPECIFIC RECOMMENDATIONS ON THE BASIS OF THESE GENERAL PRINCIPLES WERE AS FOLLOWS:

(1) It is suggested that National Organizations advise their local groups to consult with other local organizations and to ask a community leader to call a meeting of all community groups, both men's and women's, for the purpose of directing the attention of the community to the need of coordination of effort in the community defense program.

(2) There should be a Citizens Committee, in every community, representative of all the interests of the community.

If there is a local Defense Council the work of such a committee should be integrated with it at once. The local Defense Council should be organized on functional lines recommended by the Advisory Commission to the Council of National Defense. If there is no Defense Council, the Mayor or Supervisor or proper authority should be asked to appoint one; if there is no immediate possibility of the formation of such a Council the Citizens Committee should proceed with such program as will meet the needs of the particular community.

(3) The functions of such a Committee should include:

A. Studying community needs and resources, taking into consideration all the study material that is available and all that has been done and is being done.

B. Coordinating the programs in all fields in the event that there is no existing coordinating body.

C. Setting up subcommittees to meet special needs where necessary.

D. Coordinating volunteer service through central recruiting, placing and training of volunteers.

E. Planning and carrying out a program of interpretation to the community of needs and opportunities for individual participation.

(4) On all state and local defense councils, there should be at least one qualified woman who understands what women's organizations have to offer in the field of total defense.

(5) Any training program in connection with total national defense should include training for women and at least one qualified woman should be included on the local training committee.

December 16, 1940

ATTENDANCE

Conference on National Defense

Alumnae House, Vassar College, Poughkeepsie, New York

December 5 and 6, 1940

Executives

American Woman's Association
353 West 57th Street, New York, N. Y.
Miss Mary Dupee, member of the A.W.A. defense committee

Associated Women of the American Farm Bureau Federation
58 E. Washington Street, Chicago, Ill.
Miss Elizabeth MacDonald, Eastern Regional Director
Delhi, New York

Mrs. Edward D. Eddy, College of Home Economics, Cornell University,
Ithaca, New York

Campfire Girls, Inc.
88 Lexington Avenue, New York, N. Y.
Miss C. Frances Loomis, Editor, Department of Publications
Miss Ruby B. Lattimore, Associate Field Secretary

Girl Scouts, Inc.
14 West 49th Street, New York, N. Y.
Mrs. Paul Rittenhouse, National Director

Junior Leagues of America, Inc.
Waldorf-Astoria, New York, N. Y.
Mrs. De Forest Van Slyck, Executive Secretary

National Congress of Parents and Teachers
600 South Michigan Blvd., Chicago, Ill.
Mrs. J. K. Pettengill, The Eddystone, Detroit, Michigan

National Council of Jewish Women
1819 Broadway, New York, N. Y.
Mrs. Sophia M. Robison, Executive Secretary
Miss Viola Paradise, Editor of Council Woman

National Council of Negro Women of the United States, Inc.
2303 Seventh Avenue, New York, N. Y.
Mrs. Sue Bailey Thurman, 605 Howard Place, N. W.
Washington, D. C.

National Council of Women of the United States, Inc.
501 Madison Avenue (Room 1904), New York, N. Y.
Mrs. Charlotte Payne, Executive Secretary

National Federation of Business and Professional Women's Clubs, Inc.
1819 Broadway, New York, N. Y.
Miss Louise Franklin Bache, Executive Secretary
Dr. Florence Schneider, Director of Research

National League of Women Voters
726 Jackson Place, N. W., Washington, D. C.
Miss Anna Lord Strauss, New York League of Women Voters
151 E. 50th Street, New York, N. Y.

National Society of Daughters of the American Revolution
Memorial Continental Hall, Washington, D. C.
Mrs. Henry M. Robert, Jr., President

National Women's Trade Union League of America
307-308 Machinists Building, Washington, D. C.
Miss Rose Schneiderman, 247 Lexington Avenue, New York, N. Y.

Seven College Alumnae Associations
Smith College, Northampton, Massachusetts
Miss Florence Snow, Executive Secretary, Smith College Alumnae Association

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U. S. DEPARTMENT OF LABOR
Division of Labor Standards

CONFERENCE ON THE CANNING INDUSTRY
Philadelphia, Pennsylvania
April 9, 1942

At the request of several State administrators, the Division of Labor Standards called a conference in Philadelphia, April 9, to discuss labor standards in the canning industry in the eastern area. The following agencies were represented:

State Labor Departments
- New Jersey
- New York
- Maryland
- Pennsylvania
- West Virginia

U. S. Department of Labor
- Children's Bureau
- Wage and Hour Division
- Women's Bureau
- Division of Labor Standards

U. S. Department of Agriculture

U. S. Employment Service - Farm Placement Service

National Consumers' League

Consumers' League of New Jersey

National Child Labor Committee

Home Missions Council of North America

Topics discussed by the conference included Federal and State legislation and administrative regulations affecting working conditions in canneries and living conditions in labor camps (hours of work, child labor, wages, safety, sanitation); recruitment of workers; and the Federal and State inspection programs for 1942.

The conference was agreed that the following steps should be taken to insure an adequate labor supply for canning in 1942 and to insure compliance with such labor laws as apply to the industry. 1/

1/ Canning of perishable products in the area is either exempt altogether or allowed longer hours of work under the State maximum hours laws for adult women; it is exempt from overtime payments under the Fair Labor Standards Act for 14 work weeks and during 14 additional work weeks overtime is required only after 12 hours a day and 56 hours a week. During the 1941 season, canning of perishable products was exempt from the overtime requirement of the Walsh-Healey Public Contracts Act and the 18-year age minimum for girls under that Act was lowered to 16. The extension of these exemptions through the 1942 season is under consideration. The industry is covered by Federal and State child-labor laws, the minimum wage (30¢ per hour) section of the Fair Labor Standards Act and by Walsh-Healey and State safety and sanitation requirements.

Labor Camps - It is important that provision be made for proper health and sanitation control in the migrant labor camps and for housing the increased number of migratory workers who will be needed this year in some of the canning sections in the area. Inasmuch as the State health departments in most of the States 2/ represented have jurisdiction over sanitation in the camps and, in some instances, in the canneries, it was recommended that the U. S. Departments of Agriculture and Labor request the Public Health Service to bring together the State Public Health officers in the area and work out with them plans for establishing and maintaining health and sanitation standards in labor camps and canneries.

It is recommended that labor camps be provided for migrant workers, either through the Farm Security Administration or through defense housing agencies. It was pointed out that food is necessary for prosecution of the war and that workers engaged in harvesting and canning foods are "defense" workers.

Recruitment - It was recommended that:

1. State labor departments be kept informed by the Farm Placement Service of recruitment plans and policies so that they will be in a position to answer inquiries or to refer them to the proper source;

2. Farm Placement offices be supplied with information on Federal and State labor laws applying to canneries and that this information be made available to workers referred to jobs in canneries.

Employment of Minors - It was recognized that due to the shortage of labor, more young people will be employed this season than formerly. It was agreed that:

1. The 18-year old age limit for girls engaged in Government contracts subject to the Walsh-Healey Act should be reduced to 16 years, under the discretionary power granted to the Secretary of Labor by that Act;

2. The 16-age limit of the Fair Labor Standards Act should be vigorously enforced;

3. The conference approved the standards of the Farm Placement Service whereby registration of school children for work on farms and in canneries is limited to highschool girls and boys, the older groups are referred to jobs first, and children under 14 are not referred for paid farm work.

Inspection Program for 1942 - All of the States represented expect to make extensive inspection of the canning industry during the 1942 season, recognizing that the anticipated full season this year makes inspection

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2/ In New York the Labor Department has jurisdiction over labor camps for canneries and in Pennsylvania the Labor Department exercises some control over such camps; in a number of the States the health and labor departments have joint jurisdiction over sanitation in canneries. In general, State labor departments have jurisdiction over safety in canneries.

particularly important in connection with enforcement of safety and health and child-labor standards.

The Wage and Hour Division does not expect to make an inspection drive in the industry, as was done in 1941, but will inspect chiefly on complaint. The Children's Bureau plans to use the 12 special child-labor inspectors on the staff who supplement the inspection program of the Wage and Hour Division, in the canning industry but recognizes that they cannot cover the field. The Division of Public Contracts expects to concentrate on safety and health requirements in making canning inspections.

The conference was of the opinion that it was important to have thorough inspection of canneries this year. It was, therefore, agreed that:

1. The Wage and Hour Division be asked to reconsider the plan to inspect chiefly on a complaint basis and to make as many inspections as possible in canneries in this area;

2. That the State inspectors, who will carry the major inspection load in the industry, be requested to be on the alert for violations of the Federal laws and to report them to the proper agency;

3. That Federal and State inspection agencies plan the inspection programs so that the most effective use is made of staff and duplication of effort avoided.

Relaxation of State Laws for War Production - Inasmuch as canneries in most of the States represented are exempt from the maximum hours laws for adult women, there will be no occasion for granting variation from hours of work requirements for war production. In the States where such variations are requested the conference was agreed that they should be granted only after investigation and on a showing of need. With respect to the special regulations to be adopted by the Pennsylvania Industrial Board, the conference members were agreed that, in general, it is advisable to promulgate labor regulations that are enforceable and will be enforced.

April 14, 1942

THE EMPLOYMENT OF WOMEN IN WAR PRODUCTION

To satisfy the manpower demands of the victory program 17½ million workers will have to be engaged in war production by the end of 1942. Only 7 million were so engaged at the end of 1941. About 7½ of the 10½ million additional war workers will be supplied through the conversion of plants and workers, including presently employed women workers, to war output. Three million new workers will have to be drawn into war production from among the unemployed and those not now in the labor force. A large proportion of the 3 million additional workers will be women.

The expansion of employment in 1940 and 1941, during the "defense" phase of the present war program, resulted in the reemployment of men at a much more rapid rate than women, but today there is still a large reserve of unemployed manpower. There are 4.9 million persons registered with the Employment Service and actively seeking work--3.5 million men and 1.4 million women, or 70 percent men, 30 percent women. Although some of those registered are employed and seeking better jobs, the Work Projects Administration estimates that there were 3.6 million persons unemployed in March 1942.

During the next 6 months it is expected that men will continue to be reemployed more rapidly than women. By the end of 1942, however, when the demands of the armed forces and war industries will have absorbed practically all available male workers, industry will be forced to employ women on a scale hitherto unknown, exceeding even the numbers employed in the last war.

In World War I the proportion of women employed in war industries more than doubled. By the end of the war there were few occupations in which women could not be found performing successfully, even some requiring heavy manual work. In addition to the customary fields of female employment, such as clerical and sales work, women were employed in large numbers in the metalworking industries, optical goods, rubber goods, electrical goods, aircraft, leather goods, and many other industries. A similar development is certain to occur in this war to an even greater extent; so far, however, the change has been taking place very slowly because of the existence of a large reserve of unemployed men and the reluctance of employers to hire women when men were available.

This reluctance was indicated by a special survey conducted by the Bureau of Employment Security in January 1942. Over 12,500 establishments in the principal war industries indicated that of the 676,000 hires anticipated by them between January and June 1942, 68 percent are in occupations in which they do not and will not employ women for these

openings, at least prior to July 1942. Twenty percent of the openings are in occupations in which these establishments now employ women. Twelve percent of the anticipated hires are in establishments which do not now employ women in these occupations, but will consider employing them. Over 80 percent of the openings in which women are or will be employed are semiskilled and unskilled jobs.

The principal war industries willing to employ women on a large scale are the ammunition, aircraft, and electrical machinery industries. However, industries which cannot employ women because of the heavy nature of the work, as shipbuilding, tank production, and iron and steel production, account for a large proportion of all hires. In all other industries the survey indicated a marked reluctance on the part of employers to hiring women as long as men are available. Even in the aircraft, ammunition, and electrical machinery industries it would be possible to employ far larger proportions of women than at present, as shown by the experience of these industries in England and Germany.

The heavy demand for men by the armed forces and the expected hires of the next 6 months will force a change of policy in this respect, however, and by the end of 1942 women will be in greater demand by both war production industries, agriculture and the distribution industries. To meet this expected demand there are now available 1.4 million women registered with the Employment Service. In addition there are at least 4.4 million women of working age and without children who are now engaged in housework, who could be made available to industry and agriculture. There are an additional 4.4 million women with only one child who could, it is estimated, be recruited to the labor market if the demands of industry become large enough. It will not be difficult to recruit millions of these women for war work, if satisfactory wages and working conditions are offered, for they have responded enthusiastically in the past. It will entail, however, a radical change in the attitude of employers now reluctant to employ women, as well as an extensive training program for women when this change occurs.

The training of women for war work has proceeded slowly until now because of the relatively slight demand for women production workers. Only 4 percent of the preemployment defense training graduates and less than 1 percent of those receiving supplementary training, have been women. When the demand for women workers increases, however, it will be possible to train them relatively quickly, for over 60 percent of the anticipated hires of war industries are in occupations requiring less than 6 months of training time; 38 percent are in occupations requiring 2 months or less of training.

Forty percent of the hires, however, are in occupations requiring over 6 months of training time; 15 percent require 2 years or more of training. The latter are all skilled, professional and managerial

occupations, most of which have long been shortage occupations. It would be well to have women now begin their training for these occupations, in anticipation of the period in 1943 and 1944 when employers will be more than anxious to employ qualified and trained women in any skilled or technical capacity.

THE OCCUPATIONAL POTENTIALITIES OF WOMEN FOR WAR PRODUCTION

Despite whatever initial handicaps their earlier training may place upon them, women have been and can be successfully employed in a very broad range of industrial occupations. Overwhelming evidence in support of this position may be derived from:

1. The experience in employment of women in World War I
2. Current experience in the employment of women in Europe and America
3. Objective psychological tests and job analyses of occupations suitable for women

Experience in World War I

During World War I the proportion of women employed in war industries in the United States more than doubled, rising from 65 to 139 women workers per 1,000 wage earners during the period 1914 to 1918. In a number of industries women were especially important factors in the labor force; they constituted 37 percent of all workers in optical goods, 35 percent in rubber goods, 35 percent in photographic supplies, 33 percent in leather goods, 27 percent in electrical goods, 19 percent in aircraft, and 18 percent in metal and metal products. They were employed in a broad range of occupations, including even those requiring heavy manual labor. Among the usual male occupations in which women were employed in the last war were those of lathe operator, punch-press operator, single- and multiple-spindle-drill-press operator, riveting-machine operator, inspector, crane operator, and many others.

The experience of war industry employers in New York State during the last war was probably typical of employers elsewhere; 82 percent of those who had employed women for war production were so well satisfied with the results that after the war they planned to retain all or part of the women so employed. The study of women war workers in New York concluded that "As any list of processes in which women have replaced men will show, there are few types of work on which women have not been tried with more or less success."

Current Experience in Europe and America

In a recent broadcast from London, Mrs. Anthony J. Drexel Biddle, Jr., wife of the American Ambassador to the Governments-in-Exile, in London, stated that the only limitation to what British women can do is their physical strength. They are, she said, working in every kind of job from the most technical to the most difficult and dangerous. Prime Minister Churchill stated that in the 27th month of the war England had as many women employed in industry and in the armed forces as in the

48th month of World War I. The British Ministry of Aircraft Production has said that women actually are doing 50 percent of the work in many engine plants. Official sources in England say it has been established that women could do 80 percent of the work in aircraft factories. About 40 percent of the workers in the tank industry are said to be women, as are one-sixth of the workers in an ordnance plant manufacturing anti-aircraft guns.

Germany has also met its labor shortage by the recruitment of women in increasing numbers. Contrary to popular belief, the Nazi philosophy of "Küche, Kirche and Kinder" never decreased the number of women in the labor force. A compulsory work program was introduced for unmarried women under 25 which required a year's work in either agriculture or domestic science. Arrangements for the training and retraining of girls and women were extended. Not only did the women adapt themselves to their new work, but owing to their manual dexterity their output was in some cases greater than that of the men. Since 1940 there has been a very marked increase in the use of women, especially married women, and special efforts were made to organise part-time shifts and communal nurseries for the care of the children of working mothers. The widespread installation of new machinery and technical equipment further extended the use of women by eliminating the heavy manual work and weight lifting.

Such general information as is available would indicate that there is virtually no limitation on the employment of women in the Soviet Union. Withdrawal of men for military service has apparently merely intensified the long accepted participation of women in all types of employment. In a recent radio broadcast, Mme. Petrova, Executive Secretary to Ambassador Litvinoff, stated that Russian women are serving with the armed forces as technicians, parachutists, doctors and nurses aides, and in the supply services. She stressed as being more important, however, the extensive replacement of men by women in civilian activity. Women, she said, have replaced men in every type of industrial job including even heavy work in the mines and on the railroads. In agriculture, they carry on all processes and have been trained to operate and repair heavy farm machinery, such as tractors and combines. They are also participating extensively in the maintenance of the wartime civilian protective services, and in community health, welfare, and child care services.

Psychological and Job Analysis Data on Occupations Suitable for Women

Though various physiological and anatomical indexes are different for men and women, many studies have found an absence of corresponding differences in intellectual abilities as measured by standard tests. There are, however, certain capacities in which women exceed men which have important implications in terms of industrial application. Women

have a tendency to exceed men in noticing and recalling details. Various tests have indicated that they equal or exceed men in fundamental performances like speed and accuracy in discriminating odd sizes and shapes, putting them in correct position, and in packing and sorting. Other tests indicate that women have special sensory capacities such as the ability to distinguish between minute variations in color and taste. These and other special capabilities enable women to perform more successfully in a wide variety of specialized occupations; the number and variety of such occupations is constantly increasing as industry gains more experience in the utilization of women.

The experience of plants employing large numbers of women indicates that women excel in occupations which require patience, care and constant alertness, keen eyesight, and—probably most important—finger and hand dexterity. Women were found to be peculiarly well fitted for jobs which require the reading of blueprints and the use of light instruments such as gauges and micrometers; where the physical exertion and endurance required are at a minimum; where the individual sits at her work and is allowed to set her own pace; and where the work is relatively simple, even to the point of being monotonous.

Factors which were found to limit the employment of women are the physical requirements of the job and the element of endurance; it has been estimated that women's strength averages 57 percent that of men, and their endurance is 68 percent that of men. Another factor of considerable importance is the amount of experience and training necessary to qualify women workers for highly skilled jobs, particularly in occupations requiring a technical knowledge of the part beyond that necessary for the assembly, or where considerable knowledge of machine setup and operation are required. Women are also handicapped in some industrial pursuits by their greater susceptibility to industrial poisons, and by the necessity for rest periods, seating facilities, and other physical limitations inherent in their sex.

Information relative to working conditions indicates that women are much more affected by poor lighting, inferior equipment, and unpleasant surroundings than are men. It has been found that the efficiency of women workers and their productivity were considerably higher in plants providing a favorable working environment. This relationship between working conditions and productivity is also true for men, but is especially important for women.

Recent surveys by the Bureau of Employment Security of a number of important California firms employing significant numbers of women, indicate that in all of the plants visited the employment of women has been satisfactory. In all instances there was an increase in production per hour of work and a lowering of cost per unit, particularly when men and women were employed at the same wage, in the same department, and at the same jobs. In addition to the advantages of increased production

and lower per unit cost, it was found that:

1. Women required less supervision and were decidedly easier to supervise.
2. Labor turnover was noticeably decreased.
3. Once women were employed in the plant, there was little objection on the part of men employees toward additional women workers.
4. With the same training and experience as men, even on difficult machine operations, women could be moved within a department or transferred to other jobs as readily as men.
5. In all instances the number of accidents had decreased appreciably.
6. The damage to tools and materials was considerably less than when similar work was performed by men. This was particularly true in instances where women had been employed as operators of small drill presses and where they were using small drill parts.

The Occupational Analysis Section of the Bureau of Employment Security has made a detailed analysis of 1,858 different occupations in 21 war industries and 938 occupations in nonwar industries in order to determine the occupations suitable for women. This study reveals that a very large number of these jobs can be successfully performed by women. Almost 80 percent of the total number of war industry occupations studied were jobs in which the degree of physical strength required and the conditions under which the work is performed presented no barriers to the employment of women. Women were already employed in some of these occupations but could be much more extensively utilized than at present. Even in the case of the remaining 20 percent of the jobs for which considerable training is required, increased job dilution would make possible the employment of women after a reasonable period of training. For example, it usually takes three years to train precision lens grinders. Certain phases of precision lens grinding such as blocking, centering, and inspecting can be taught within a relatively short time and women have been found to be most adaptable to these tasks.

Some of the occupations in which women could be employed with success are in the manufacture and assembly of parts for radio, motors, recording instruments, and airplane gauges. A large majority of the work in the manufacture of trucks, tanks, and final body assembly could be performed by women, particularly since heavy parts are now moved by machinery. In the ship and boat building industries they are acceptable for employment as boilermaker helpers, draftsmen, machinist helpers, blueprint machine operators, and flash welders. In foundries women may be employed as casting cleaners, finishers, machine core makers, facing mixers, and many others. In the manufacture and servicing of aircraft, women can perform such work as metal fabrication, bench assembly, painting, covering, heat treating, anodizing and fuselage assembly, welding and others.

SURVEY OF EMPLOYMENT PROSPECTS FOR WOMEN IN WAR INDUSTRIES, JANUARY TO JUNE 1942

CONFIDENTIAL

Summary

With the exception of certain industries customarily employing large numbers of women, poor prospects for the large-scale use of female workers by war industries between January and June 1942 are indicated by a survey conducted by the Bureau of Employment Security of hires anticipated by 12,512 establishments. Only one-fifth of the 675,675 jobs anticipated during the period are in occupations in which women are currently employed and about half of these anticipated hires are in the ammunition and electrical machinery industries, which already employ large numbers of women. Sixty-eight percent of the expected additions to the labor force are in jobs in which women are not employed and in which employers do not contemplate their employment. In the remaining 12 percent of the expected hires reporting establishments are not currently employing women but will consider them for the openings.

Over 80 percent of the hires anticipated in occupations in which women are now employed are semiskilled and unskilled, 14 percent are skilled, and the remainder are clerical, sales, and professional occupations. Women are and will continue to be barred from employment, if current hiring practices are continued, in 84 percent of the anticipated skilled jobs, 82 percent of the professional and managerial, and 63 percent of the unskilled openings. However, a number of industries which do not now employ women in many occupations, such as the aircraft, and sighting and fire control equipment industries, contemplate hiring large numbers of workers and will consider hiring women for these occupations. Obviously, considerable modification of employer restrictions will have to be achieved before the female labor supply is effectively utilized in the war effort.

Withdrawal of over 4 million men from the labor market into the armed forces, continued expansion of labor demand in the war industries, and shortages of workers in some areas have raised to the fore the question of the employment of women. Widespread publicity in recent weeks has indicated that employers are beginning to consider employing women workers in occupations formerly filled by men, a practice widely resorted to in the last war. In an effort to obtain specific information on the subject, the Bureau of Employment Security in January 1942 made a special survey of 12,512 war industry establishments employing 5,095,170 persons. These establishments anticipated hiring 675,675 additional workers by June 1942. Employers were asked whether they then employed women in those occupations in which openings would occur and if women were not employed, whether they would employ them in the future.

Responding employers indicated that they do not and will not employ women in over two-thirds of the 675,675 jobs to be filled. Only 20 percent of the anticipated openings are in occupations in which women are currently employed and will continue to be employed. Less than 12 percent of the openings are in occupations in which women are not now employed but in which consideration will be given them (table 1).

Occupational Grouping

The extent to which women are currently employed in defense establishments varies considerably among occupational groups. Only 5 percent of the professional and managerial and 7 percent of the skilled job openings are in occupations in which the reporting establishments now employ women, compared to 44 percent in clerical and sales occupations. Slightly over one-fourth of the semiskilled and unskilled openings are in occupations in which women are now employed. Over four-fifths of the skilled, professional and managerial openings and well over half the semiskilled and unskilled jobs will continue to be barred to women. Even among clerical and sales occupations, almost half the openings are with employers who will not consider women for such jobs, at least prior to June 1942.

In spite of the increasing shortage of male labor, employers indicate some relaxation of discrimination against women in but 12 percent of the reported openings. Thirteen percent of the professional and managerial and 17.5 percent of the semiskilled hires are anticipated in establishments which indicated that they do not but will employ women in the near future. Somewhat less relaxation of the discrimination is indicated for openings in the skilled categories, less than 9 percent being open to women in establishments not now employing them despite the fact that there are critical shortages in many of the skilled occupations.

It is significant that of the 134,624 openings in establishments which now employ women, over 80 percent are in the semiskilled and unskilled occupational groups (table 2). Likewise, over 70 percent of the 79,000 openings in which restrictions against women are being relaxed are in the semiskilled and unskilled occupations or those in which women can be most quickly trained in single skill operations.

Table 3 lists some of the occupations in which employers indicated large numbers of anticipated hires in which they now employ or will consider employing women. Although there are no hires anticipated in establishments now employing women Organic Chemists, 80 percent of the 521 anticipated openings are in establishments which will consider women applicants for this occupation, while 102 of the hires, or 20 percent, are with employers who do not and will not employ

them in this capacity. Similar relaxation of restrictions appear to be developing for a number of metalworking and aircraft occupations in the skilled categories and even more in the semiskilled and unskilled groups. The degree of relaxation is still small, however, in terms of the total labor demand and stringency in the skilled and semiskilled occupations.

Industrial Distribution

The degree of skill required of its workers is apparently the decisive factor in determining the policy of establishments in hiring women. With the exception of certain industries which cannot employ women in most jobs because of the heavy nature of the work, practically all industries which expect to hire large numbers of semiskilled and unskilled workers indicate a willingness to consider women. On the other hand those industries in which the demand is largely for skilled workers report few openings in occupations for which women will be hired. In the metalworking machinery industry for example, 53 percent of the anticipated hires are for skilled workers and only 19 percent for unskilled; employers in the industry report that they now employ women in only 9 percent of the jobs and that they do not and will not employ women in occupations in which there will be 77 percent of the hires (table 4). On the other hand the electrical machinery industry, whose anticipated hires are for one-third skilled, one-third semiskilled, and one-third unskilled workers, reports that 47 percent of its hires are in occupations in which women are now employed, 13 percent in which they are willing to employ them, and only 40 percent in occupations where they cannot be used. Industries in which a high proportion of the labor demand is for unit-skilled workers, as in the fireworks and ammunitions plants also report that a relatively large proportion of the hires are in occupations in which women are or will be employed.

The shipbuilding industry, because of the nature of the work, requires men for practically all its work force. The same situation prevails in most of the subindustries of the iron and steel products group and in the machinery industries fabricating agricultural, construction, and mining machinery.

The aircraft parts industry has been slow in hiring women compared to the progress made in Great Britain, where women are now doing 50 percent of the work in many plants and where official sources estimate that as much as 80 percent of the work could be done by women. Aircraft factories in this country reported in January that only 15 percent, or 26,137 of the 169,225 anticipated hires, are in occupations in which women are now employed, and 23 percent are in occupations in which they are not employed but will receive consideration. Over 60 percent of the total hires in the aircraft industry are in occupations in which employers stated that women are not and will not be employed, at least prior to June 1942.

Other industries indicating some relaxation of restrictions are the sighting and fire control equipment, professional and scientific instruments, fabricated plastic products, metal office furniture and heating apparatus.

Geographic Variations

Geographic variations in hiring practices (table 5) seem to be caused primarily by the industrial characteristics of the areas concerned. In the Gulf States of Texas, Louisiana, Mississippi and Alabama, 96 percent of the anticipated hires are in occupations closed to women; three-fourths of the hires in this area are anticipated in the shipbuilding yards, blast furnaces, and foundries. In the New England area, on the other hand, the anticipated hires are distributed among a wide variety of industries, including many which do employ women, so that the hiring practices of the employers in this area closely approximate the national average. Those States which indicate relatively large proportions of hires in occupations in which women are or will be employed, such as Tennessee, Missouri, Iowa, Kansas, and Colorado, are those in which the hires of the ammunition industries predominate.

There is considerable variation among employers regarding the employment of women. An examination of some of the reports for individual establishments indicates that some employers will not employ women in certain occupations in which other employers in the same industry and area do employ them or contemplate doing so. The survey indicates that noticeable modification of employer restrictions against the hiring of women still has to be achieved before the female labor supply is effectively utilized in the war effort.

Reports and Analysis Division
Bureau of Employment Security
Social Security Board
Federal Security Agency

Table 1--Analysis of anticipated hires, January - June 1942, according to employer practices in hiring women, by major occupational groups

Occupational Group	Total anticipated hires Jan.-June 1942		Anticipated hires in establishments which -					
			Employ women		Do not but will employ women		Do not and will not employ women	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	675,675	100.0	134,624	19.9	79,001	11.7	462,050	68.4
Professional and Managerial	7,128	100.0	372	5.2	932	13.1	5,824	81.7
Clerical and Sales	13,323	100.0	5,888	44.2	1,169	8.8	6,266	47.0
Skilled	251,749	100.0	18,596	7.4	20,830	8.3	212,323	84.3
Semiskilled	208,020	100.0	59,981	28.8	36,368	17.5	111,671	53.7
Unskilled	183,767	100.0	48,551	26.4	19,539	10.6	115,677	63.0
Other[1/]	11,688	100.0	1,236	10.6	163	1.4	10,289	88.0

1/ Includes service, agriculture and unspecified.

Table 2--Analysis of anticipated hires, January-June 1942, by major occupational groups, according to employer practices in hiring women

Occupational Group	Total anticipated hires Jan.-June 1942		Anticipated hires in establishments which -					
			Employ women		Do not but will employ women		Do not and will not employ women	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	675,675	100.0	134,624	100.0	79,001	100.0	462,050	100.0
Professional and Managerial	7,128	1.0	372	0.3	932	1.2	5,824	1.3
Clerical and Sales	13,323	2.0	5,888	4.4	1,169	1.5	6,266	1.4
Skilled	251,749	37.3	18,596	13.8	20,830	26.4	212,323	45.9
Semiskilled	208,020	30.8	59,981	44.5	36,368	46.0	111,671	24.2
Unskilled	183,767	27.2	48,551	36.1	19,539	24.7	115,677	25.0
Other[1/]	11,688	1.7	1,236	0.9	163	0.2	10,289	2.2

1/ Includes service, agriculture and unspecified.

Table 3.--Selected occupations in which women are or will be considered for employment in selected defense establishments, January - June 1942

Occupation	Total anticipated hires January - June 1942		Hires in establishments which-					
			Employ women		Do not but will employ women		Do not and will not employ women	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Professional and Managerial								
Chemist, Organic	521	100.0	0	0	419	80.4	102	19.6
Draftsman, Mechanical	1,060	100.0	52	5.0	207	19.5	801	75.5
Chemist Assistant II	209	100.0	43	20.6	44	21.0	122	58.4
Skilled								
Airplane Woodworker	937	100.0	253	27.0	400	42.7	284	30.3
Gear-Shaper Operator	574	100.0	0	0	193	33.6	381	66.4
Internal-Grinder Operator	1,712	100.0	201	11.7	367	21.5	1,144	66.8
Inspector (machine shop)	8,164	100.0	3,513	43.0	1,266	15.5	3,385	41.5
Sheet-Metal Worker, Aircraft	24,736	100.0	4,758	19.2	6,285	25.4	13,693	55.4
Welder, Acetylene	1,806	100.0	55	3.1	696	38.5	1,055	58.4
Assembler (firearms)	1,027	100.0	700	68.2	42	4.1	285	27.8
Electrician, Airplane	623	100.0	220	35.3	400	64.2	3	0.5
Radio-Equipment Assembler, Special	1,415	100.0	889	62.8	376	26.6	150	10.6
Rotor Assembler	976	100.0	965	98.9	0	0	11	1.1
Lens Grinder	444	100.0	9	2.0	89	20.0	346	77.9
Semiskilled								
Solvent-Recovery Man	36,476	100.0	16,077	44.1	5,018	13.7	15,381	42.2
Inspector (ammunition)	884	100.0	812	96.2	32	3.8	0	0
Turret-Lathe Operator, Automatic	2,722	100.0	225	8.3	1,212	44.5	1,285	47.2
Milling Machine Operator, Automatic	1,995	100.0	486	24.3	165	8.3	1,344	67.4
Multiple-Spindle-Drill-Press Operator	3,093	100.0	993	32.1	300	9.7	1,800	58.2
Radial-Drill-Press Operator	2,019	100.0	15	0.7	785	38.9	1,219	60.4
Single-Spindle-Drill Press Operator	6,669	100.0	2,040	30.6	1,509	22.6	3,120	46.8
Assembler, Electrical	773	100.0	725	93.8	0	0	48	6.2
Welder, Spot	936	100.0	371	39.6	57	6.1	508	54.3
Punch-Press Operator I	2,011	100.0	856	42.6	378	18.8	777	38.6
Solder I	1,044	100.0	592	56.7	336	32.2	116	11.1
Welder Helper, Arc	1,266	100.0	450	35.5	100	7.9	716	56.6
Chassis Assembler II	1,269	100.0	1,229	96.8	10	0.8	30	2.4
Armature Winder I	776	100.0	726	93.5	13	1.7	37	4.8
Coil Winder I	418	100.0	410	98.1	0	0	8	1.9
Circulating-Process Inspector	263	100.0	207	78.7	56	21.3	0	0
Pull-Socket Assembler	546	100.0	420	76.9	103	18.9	23	4.2
Detail Assembler (aircraft)	14,203	100.0	2,380	16.8	7,483	52.7	4,340	30.5
Final Assembler I (aircraft)	4,989	100.0	1,302	26.1	1,890	37.9	1,797	36.0
Riveter, Aircraft	25,210	100.0	2,803	11.1	8,538	33.9	13,869	55.0
Sheet-Metal-Worker Apprentice	2,508	100.0	2,255	89.9	0	0	253	10.1
Unskilled 1/								
Process Laborers								
ammunition	15,473	100.0	11,514	74.4	1,167	7.5	2,792	18.1
machine shop	27,296	100.0	8,711	31.9	4,162	15.3	14,423	52.8
tinware	1,806	100.0	827	45.8	253	14.0	726	40.2
nonferrous metal alloys and products	5,790	100.0	1,856	32.1	1,628	28.1	2,306	39.8
machine tools and accessories	1,012	100.0	234	23.1	165	16.3	613	60.6
radio manufacturing	2,637	100.0	1,255	47.6	8	0.3	1,374	52.1
electrical equipment	5,113	100.0	2,981	58.3	997	19.5	1,135	22.2
aircraft manufacturing	24,225	100.0	2,217	9.2	4,298	17.7	17,710	73.1
Laborers 1/								
explosives	2,147	100.0	1,223	57.0	0	0	924	43.0
ammunition	8,675	100.0	0	0	2,210	25.5	6,465	74.5
nonferrous metal alloys and products	2,019	100.0	500	24.8	1,332	66.0	187	9.2
radio manufacturing	1,105	100.0	1,105	100.0	0	0	0	0
machine tools and accessories	1,217	100.0	1,088	89.4	6	0.5	123	10.1

1/ Process laborer openings are unskilled jobs directly concerned with the fabrication of the product, whereas laborer jobs are those servicing process jobs and are themselves not concerned with processing.

Table 9.—Employer forecast of employment changes in selected defense industries, January-June 1942

Analysis of hires according to employer practice in hiring women, by industry 1/

Based on reports received during January 1942

Industry	Number of hires in: All occupations: Total	All occupations: Establishments which now employ women: A: Number	All occupations: Establishments which now employ women: A: Percent	All occupations: Establishments which do not now but will employ women: B: Number	All occupations: Establishments which do not now but will employ women: B: Percent	All occupations: Establishments which do not now and will not employ women: C: Number	All occupations: Establishments which do not now and will not employ women: C: Percent	Skilled: Total	Skilled: A	Skilled: B	Skilled: C	Semiskilled: Total	Semiskilled: A	Semiskilled: B	Semiskilled: C	Unskilled: Total	Unskilled: A	Unskilled: B	Unskilled: C
Total	675,675	134,694	19.9	79,008	11.7	462,050	68.4	251,749	16,596	20,830	212,323	206,020	59,581	36,368	111,071	165,767	48,551	19,539	115,677
Automobiles and Automobile Equipment	35,189	6,163	17.5	716	2.0	28,310	80.5	10,042	76	113	9,853	13,617	2,129	364	11,124	9,513	3,442	264	5,807
Automobile trailers (for attachment to passenger cars)	1,216	5	.4	0	0	1,211	99.6	513	0	0	513	498	3	0	495	205	0	0	205
Motor vehicles	11,714	1,015	8.7	245	2.1	10,454	89.2	4,840	0	75	4,765	3,178	346	46	2,786	3,696	550	126	2,932
Motor-vehicle bodies	1,781	74	4.1	5	.3	1,702	95.6	649	0	0	649	957	0	5	952	175	73	0	102
Motor-vehicle parts, body parts and accessories	20,478	5,069	24.7	466	2.3	14,943	73.0	4,444	76	38	4,330	9,666	1,782	277	7,597	5,476	2,819	140	2,217
Chemicals and Allied Products 2/	57,109	28,251	49.5	4,403	7.7	24,461	42.8	7,940	2,440	551	4,973	27,676	22,156	800	4,720	17,682	2,877	2,355	12,450
Industrial chemicals	10,394	1,432	13.8	1,214	11.5	7,570	72.8	1,737	100	0	1,637	6,463	404	800	1,259	2,192	668	150	1,370
Ammunition for small arms	43,621	23,788	54.4	3,008	6.9	16,825	38.7	6,201	2,340	545	3,336	21,213	19,252	0	1,961	12,379	1,698	2,205	8,480
Fireworks	3,090	3,081	99.7	9	.3	0	0	6	0	6	0	2,500	2,500	0	0	581	581	0	0
Electrical Machinery	48,548	19,398	40.9	5,737	11.5	16,856	34.6	14,093	2,650	3,128	8,321	13,192	6,444	1,580	3,368	13,208	8,125	1,064	4,019
Automotive electrical equipment	1,323	1,004	76.4	60	4.6	249	19.0	151	0	15	136	932	899	42	51	134	104	0	30
Communication equipment	16,778	9,511	59.1	737	4.4	6,130	36.5	4,989	2,139	441	2,409	5,662	3,741	867	1,054	5,876	3,749	79	1,048
Electrical appliances	2,136	1,555	72.8	26	1.2	555	26.0	258	0	0	258	1,163	946	0	217	719	609	0	110
Electrical equipment for industrial use	17,953	4,861	28.0	4,504	26.2	7,588	45.8	7,582	403	2,623	4,556	4,685	2,618	1,007	1,060	3,994	1,401	724	1,869
Electrical lamps	573	501	87.4	0	0	72	12.6	92	83	0	9	65	3	0	62	415	415	0	0
Electrical products not elsewhere classified	2,982	1,193	40.0	306	10.3	1,437	48.2	983	30	49	904	822	114	34	674	1,496	956	307	233
Wire and cable, insulated	1,467	574	39.1	4	.3	889	33.0	188	0	3	117	853	147	0	56	1,064	826	0	238
Furniture and Finished Lumber Products 2/	2,378	413	17.3	1,861	78.2	104	30.5	548	164	717	127	952	169	390	393	473	148	134	199
Household furniture not elsewhere classified	233	13	5.6	96	41.2	124	53.2	93	0	63	30	98	0	23	75	42	10	12	20
Metal household furniture	523	142	27.1	75	14.1	256	48.2	23	0	0	23	179	15	6	158	244	100	75	69
Metal office furniture	1,446	270	18.7	1,015	70.2	161	11.1	758	100	650	8	488	150	355	123	60	20	10	30
Partitions, shelving, cabinet work, and office and store fixtures	137	14	10.2	35	25.6	88	64.2	36	4	0	32	84	0	0	84	77	10	35	32
Public-building and laboratory furniture	134	0	0	14	12.3	100	87.7	38	0	4	34	29	0	4	21	47	0	2	45
Iron and Steel and Their Products	51,128	9,103	17.8	3,673	7.2	38,352	75.0	17,669	879	461	16,329	11,656	4,057	1,780	5,819	18,580	3,962	1,387	13,231
Blast furnaces, steel works, and rolling mills	6,419	726	11.3	568	8.8	5,125	79.9	3,855	0	0	3,855	713	72	347	294	1,851	590	0	1,261
Cutlery, tools and general hardware	3,078	1,093	35.5	366	11.9	1,619	52.6	1,003	103	81	819	981	389	160	432	1,093	606	122	323
Fabricated structural steel and ornamental metal work	3,847	160	4.2	260	6.8	3,427	89.0	1,777	0	89	1,688	775	160	72	544	1,823	0	100	1,723
Heating apparatus, (except electric) and plumbers' supplies	4,315	181	4.2	1,006	23.5	3,128	73.8	1,988	3	54	1,931	1,301	69	500	732	1,026	109	400	1,085
Iron and steel foundry products	6,457	285	4.4	350	4.7	5,822	90.9	3,089	163	100	2,766	879	56	124	699	2,463	24	54	2,383
Metal stamping, enameling, galvanizing, japanning, and lacquering	6,525	1,995	30.6	443	6.8	4,087	62.6	1,262	29	7	1,231	2,892	1,496	129	1,269	2,367	473	307	1,587
Miscellaneous iron and steel products	13,141	2,927	22.3	601	4.6	9,613	73.1	4,483	538	126	3,819	3,874	1,622	347	1,905	2,916	710	99	2,111
Tin cans and other tinware	3,130	1,580	50.5	233	7.4	1,317	42.1	155	6	0	107	474	174	29	271	2,493	1,354	404	735
Wire products	1,616	156	9.7	122	7.5	1,338	82.8	117	0	4	113	381	45	13	323	1,087	97	105	885
Machinery (Except Electrical)	75,574	6,684	11.8	6,599	11.3	58,751	77.3	39,466	1,818	2,146	35,502	18,655	3,731	3,695	11,019	15,388	2,436	2,364	10,588
Agricultural machinery and tractors	1,581	75	4.9	17	1.1	1,489	94.8	587	1	7	579	606	26	5	577	388	0	5	383
Construction, mining, and related machinery	4,883	8	.7	10	1.0	4,865	99.3	2,988	0	30	2,958	1,153	0	9	1,144	1,119	0	0	1,119
Engines and turbines	6,091	616	10.1	1,406	23.1	4,069	66.8	3,110	110	281	2,719	2,155	368	812	975	826	25	170	631
General industrial machinery	29,399	2,412	8.2	2,704	9.1	19,723	81.0	13,339	340	619	12,380	4,813	888	808	2,736	5,785	340	1,007	3,873
Household and service-industry machines	3,468	1,730	50.8	638	18.5	1,048	30.7	1,179	260	119	752	2,095	1,460	0	635	75	0	40	35
Metalworking machinery	23,187	2,251	9.5	3,158	13.5	18,316	77.3	12,606	768	757	11,041	6,095	564	1,775	3,756	4,574	567	538	3,468
Office and store machines, equipment, and supplies	2,503	564	22.7	380	15.2	1,555	62.1	859	197	30	632	332	71	14	247	1,253	289	134	830
Special-industry machinery (except metalworking machinery)	9,362	578	10.4	694	7.4	7,690	82.2	5,798	112	265	4,921	2,134	353	174	1,607	1,778	415	353	993
Miscellaneous Manufacturing Industries 2/	6,153	2,568	36.4	1,779	21.8	3,806	41.8	2,866	358	439	2,069	1,511	752	352	407	3,476	1,849	573	806
Fabricated plastic products not elsewhere classified	1,105	405	36.7	364	33.0	336	30.3	128	6	0	122	579	143	99	337	567	256	265	46
Models and patterns (except paper patterns)	619	109	17.6	35	5.7	475	76.7	471	4	32	435	25	0	2	23	118	105	0	13
Professional and scientific instruments, photographic apparatus, and optical goods	4,643	1,539	32.9	1,226	26.2	1,918	40.9	2,071	298	368	1,405	852	571	191	90	1,684	662	661	361
Surgical, medical, and dental instruments, equipment, and supplies	1,786	515	28.8	154	8.6	679	38.8	196	50	39	107	295	38	60	197	1,299	826	53	386
Nonferrous Metals and Their Products	28,716	5,589	19.0	3,680	19.4	19,447	60.6	6,527	643	398	5,330	4,631	1,829	400	2,402	13,500	3,323	3,063	7,046
Clocks and watches	2,280	1,641	72.0	266	11.7	373	16.3	699	247	141	311	910	768	90	52	606	588	12	6
Engraving, plating, and polishing (metal)	287	52	18.1	36	12.5	197	68.5	115	50	0	65	108	0	13	95	50	0	25	25
Jewelry	362	174	48.6	23	6.0	165	45.4	133	12	10	111	48	12	0	72	169	150	13	6
Lighting fixtures	847	177	20.8	218	25.5	452	53.7	107	3	4	96	410	123	126	161	168	51	84	63
Nonferrous metal products not elsewhere classified	17,099	3,452	20.0	3,247	19.0	10,410	61.0	4,955	285	143	3,907	2,223	606	142	1,476	10,519	2,554	2,963	5,002
Primary alloying, and rolling and drawing of nonferrous metals (except aluminum)	2,737	161	5.9	49	2.3	2,512	91.8	597	0	52	545	662	160	10	492	1,483	0	0	1,483
Primary smelting and refining of nonferrous metals	779	0	0	0	0	779	100.0	160	0	0	160	64	0	0	64	497	0	0	497
Secondary smelting and refining of nonferrous metals and alloys	79	10	12.7	0	0	69	87.3	44	0	0	44	0	0	0	0	35	10	0	25
Silverware and plated ware	426	312	73.2	0	0	114	26.8	217	106	0	111	166	166	0	0	53	50	0	3
Ordnance and Accessories	73,428	24,281	33.0	3,772	13.3	37,767	52.9	12,095	2,176	209	9,666	38,666	6,197	6,009	26,460	22,662	13,130	3,061	6,471
Ammunition, except for small arms	52,710	22,029	41.8	1,443	12.3	29,138	55.3	4,750	2,049	5	2,696	27,438	4,519	5,475	17,044	17,118	14,580	910	1,628
Bombs, bombsights, and parts	4,166	1,274	15.6	445	5.5	6,542	78.9	3,672	45	0	3,735	2,855	1,035	534	486	1,732	50	26	1,656
Ordnance and accessories not elsewhere classified	799	98	6.2	198	22.4	498	69.4	182	18	156	208	60	13	0	36	177	0	0	177
Sighting and fire-control equipment	7,836	820	10.2	2,881	36.3	4,759	60.7	2,579	70	0	2,509	2,009	830	156	1,023	3,160	500	2,125	535
Tanks	2,000	120	6.0	0	0	1,880	94.0	475	0	0	475	915	0	0	915	465	0	0	465
Rubber Products 2/	2,512	1,028	40.9	60	2.4	1,424	56.7	536	20	0	516	584	65	65	354	1,103	935	15	153
Industrial rubber products	604	151	25.0	60	9.9	393	65.1	37	10	0	27	169	65	65	39	270	113	15	142
Rubber boots, shoes, soles, and heels	180	155	86.1	0	0	25	13.9	15	5	0	10	55	40	0	15	110	110	0	0
Rubber cushions and sponge rubber	50	4	8.0	0	0	46	92.0	46	0	0	46	0	0	0	0	10	0	0	10
Rubberized fabrics and vulcanized-rubber clothing	583	364	62.4	0	0	219	37.6	5	5	0	0	30	0	0	30	583	458	0	5
Tires and inner tubes	1,195	270	22.6	0	0	925	77.4	439	0	0	439	250	0	0	250	270	270	0	0
Transportation Equipment (Except Automobiles) 2/	358,954	27,926	7.8	39,595	11.0	291,033	77.6	139,793	7,452	12,785	119,636	82,760	10,396	21,107	51,257	67,540	6,262	4,867	56,411
Aircraft and parts	169,205	26,137	15.4	34,574	20.4	108,594	64.2	58,995	7,452	11,910	39,633	65,751	9,443	20,905	35,403	36,251	6,222	4,867	25,162
Motorcycles, bicycles, and parts	38	0	0	15	15.3	23	60.7	58	0	0	58	40	0	15	25	0	0	0	0
Railroad equipment	6,503	679	10.4	228	3.5	5,596	86.1	2,483	0	41	2,442	2,779	503	187	2,089	1,296	40	0	1,256
Ship and boat building and repairing	128,732	1,110	.9	816	.6	126,804	98.5	78,257	0	774	77,483	13,190	450	0	12,740	30,593	0	0	30,593

1/ Each employer's hiring practice in regard to women workers was determined separately for each occupation in which he anticipated hires.
2/ Not all industries in this major group are included in the list of selected defense industries.

Reports and Analysis Division
Bureau of Employment Security
Social Security Board
(8412)

Table 9.—Employer forecast of employment changes in selected defense industries, January-June 1942

Analysis of hires according to employer practice in hiring women, by State 1/

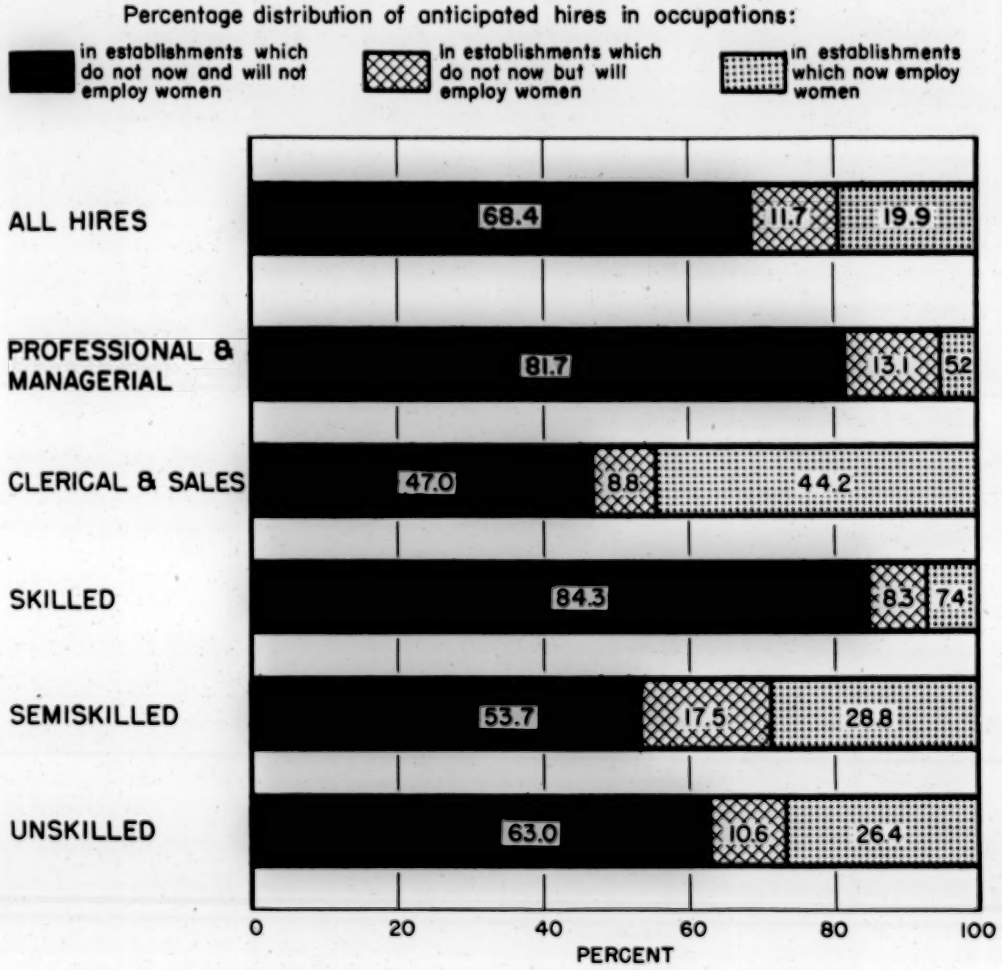
(Based on reports received during January 1942)

Social Security Board region and State	Number of hires in:																	
	All occupations							Skilled				Semiskilled				Unskilled			
	Total	Establishments which now employ women A		Establishments which do not now but will employ women B		Establishments which do not now and will not employ women C		Total	A	B	C	Total	A	B	C	Total	A	B	C
		Number	Percent	Number	Percent	Number	Percent												
Total	675,675	134,624	19.9	79,001	11.7	462,050	68.4	251,749	16,596	20,830	212,323	208,020	59,961	36,368	111,671	183,767	48,551	19,539	115,677
Region I:																			
Connecticut	32,128	8,755	27.3	6,693	20.8	16,680	51.9	12,702	546	3,181	8,975	8,702	3,693	2,578	2,431	9,611	4,003	706	4,900
Maine	4,858	353	7.3	195	4.0	4,320	88.7	2,168	50	58	2,060	875	253	129	493	1,825	50	6	1,767
Massachusetts	28,623	6,875	24.0	565	2.0	21,183	74.0	13,763	394	132	13,237	4,674	1,055	337	3,282	7,741	4,994	85	2,662
New Hampshire	534	450	84.3	6	1.1	78	14.6	48	0	6	42	19	0	0	19	464	450	0	14
Rhode Island	1,983	849	42.8	326	16.4	808	40.8	733	21	156	556	467	206	35	226	712	556	135	21
Vermont	1,580	97	6.1	1,226	77.6	257	16.3	91	0	42	49	1,221	0	1,035	186	123	33	66	22
Region II:																			
New York	69,400	8,354	12.8	18,947	29.0	38,099	58.2	27,259	1,964	6,381	18,914	19,218	3,835	5,437	9,946	17,954	2,420	7,073	8,461
Region III:																			
Delaware	1,528	0	0	0	0	1,528	100.0	776	0	0	776	594	0	0	594	148	0	0	148
New Jersey	18,062	11,332	29.8	2,808	7.4	23,922	62.8	17,378	2,184	1,228	13,966	5,001	1,948	278	2,775	14,303	6,601	917	6,785
Pennsylvania	48,043	6,201	12.9	7,154	14.9	34,688	72.2	20,865	896	2,765	17,204	13,145	2,107	3,283	7,755	10,793	2,702	795	7,296
Region IV:																			
District of Columbia	1,082	0	0	0	0	1,082	100.0	1,034	0	0	1,034	0	0	0	0	15	0	0	15
Maryland	21,156	5,049	23.9	7,364	34.9	8,725	41.2	8,370	1,887	1,252	5,231	9,023	2,729	5,825	469	2,953	285	168	2,500
North Carolina	4,266	90	2.1	118	2.8	4,060	95.1	3,236	6	0	3,230	364	0	90	274	273	84	0	189
Virginia	10,057	60	.6	101	1.0	9,896	98.4	3,897	0	0	3,897	2,017	0	0	2,017	4,130	60	100	3,970
West Virginia	1,416	216	15.3	3	.2	1,197	84.5	243	0	2	241	32	0	0	32	1,113	215	0	898
Region V:																			
Kentucky	1,078	283	26.3	36	3.3	759	70.4	333	51	3	279	256	43	31	182	472	180	0	292
Michigan	56,074	11,075	19.7	2,667	4.8	42,312	75.5	18,740	947	257	17,536	21,682	7,780	1,166	12,736	11,544	1,916	1,226	8,402
Ohio	62,035	15,366	24.8	3,814	6.1	42,855	69.1	20,779	1,025	915	18,839	15,528	1,428	1,849	12,251	21,847	11,403	567	9,877
Region VI:																			
Illinois	22,736	9,482	41.7	834	3.7	12,422	54.6	8,006	1,479	290	6,237	10,079	5,947	345	3,787	4,311	1,852	197	2,262
Indiana	25,113	9,886	39.4	2,218	8.8	13,007	51.8	6,121	23	1,271	4,827	13,694	8,944	764	3,986	3,949	502	161	3,286
Wisconsin	6,732	310	4.6	693	10.3	5,729	85.1	3,017	12	64	2,941	1,792	238	234	1,320	1,826	56	395	1,375
Region VII:																			
Alabama	12,180	505	4.0	347	2.8	11,328	93.0	7,827	11	0	7,816	3,641	307	347	2,987	434	0	0	434
Florida	2,628	175	6.7	100	3.8	2,353	89.5	990	0	69	921	888	155	6	727	635	0	0	635
Georgia	4,829	2,546	52.8	90	1.8	2,191	45.4	1,077	31	0	1,046	3,012	2,416	0	596	730	92	90	548
Mississippi	603	0	0	0	0	603	100.0	507	0	0	507	96	0	0	96	0	0	0	0
South Carolina	3,851	10	.3	8	.2	3,833	99.5	1,306	0	0	1,306	958	0	0	958	959	0	0	959
Tennessee	11,947	6,392	53.5	4,330	36.2	1,225	10.3	2,669	2,210	0	459	1,341	375	675	291	7,677	3,809	3,615	257
Region VIII:																			
Iowa	6,585	3,868	58.7	640	9.7	2,077	31.6	666	0	72	594	2,147	1,128	441	578	2,862	2,625	122	115
Minnesota	4,171	311	7.5	143	3.4	3,717	89.1	2,470	218	14	2,238	457	90	4	363	1,232	0	125	1,107
Nebraska	2,263	60	2.7	145	6.4	2,058	90.9	1,952	0	10	1,942	26	20	0	6	213	40	135	38
North Dakota	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
South Dakota	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Region IX:																			
Arkansas	15,353	0	0	0	0	15,353	100.0	398	0	0	398	14,541	0	0	14,541	186	0	0	186
Kansas	9,633	1,709	17.7	5,564	57.8	2,360	24.5	1,728	0	853	875	6,585	1,200	4,618	767	854	300	0	554
Missouri	21,517	10,338	48.1	353	1.6	10,826	50.3	4,974	2,113	280	2,581	10,591	8,187	73	2,331	5,186	31	0	5,155
Oklahoma	460	80	17.4	1	.2	379	82.4	293	80	0	213	20	0	0	20	143	0	0	143
Region X:																			
Louisiana	4,976	0	0	0	0	4,976	100.0	3,835	0	0	3,835	507	0	0	507	626	0	0	626
New Mexico	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Texas	16,683	390	2.3	60	.4	16,233	97.3	7,385	0	1	7,384	3,284	30	59	3,195	4,879	148	0	4,731
Region XI:																			
Arizona	784	0	0	600	76.5	184	23.5	614	0	460	184	150	0	150	0	0	0	0	0
Colorado	6,393	1,082	16.9	2,913	45.6	2,398	37.5	1,269	0	420	849	2,166	1,032	40	1,096	2,276	0	2,194	82
Idaho	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Montana	123	0	0	0	0	123	100.0	18	0	0	18	0	0	0	0	100	0	0	100
Nevada	397	154	38.8	11	2.8	232	58.4	114	0	3	111	39	0	0	39	244	154	8	82
Utah	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wyoming																			
Region XII:																			
California	94,782	11,216	11.8	1,564	1.7	62,002	86.5	35,590	2,448	345	32,797	21,761	4,335	527	16,899	30,750	2,794	647	27,309
Nevada	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Oregon	9,012	700	7.8	12	.1	8,300	92.1	2,840	0	0	2,840	962	500	12	450	5,210	200	0	5,010
Washington	12,605	1	0	6,312	50.1	6,292	49.9	3,658	0	310	3,348	6,463	0	6,000	463	2,484	0	0	2,484

1/ Each employer's hiring practice in regard to women workers was determined separately for each occupation in which he anticipated hires.

Reports and Analysis Division
Bureau of Employment Security
Social Security Board
(MAll)

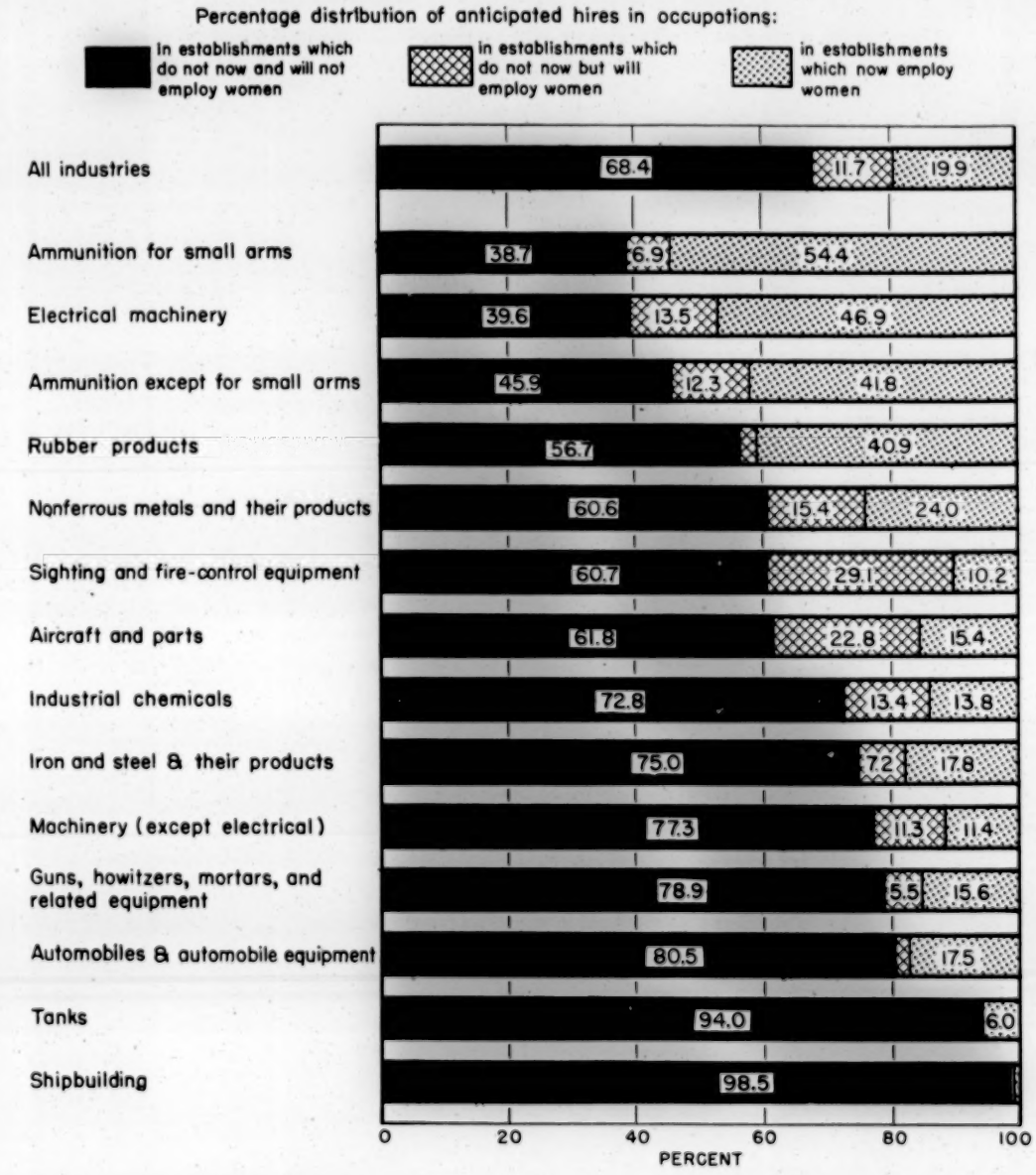
EMPLOYER PRACTICES IN HIRING WOMEN IN WAR INDUSTRIES BY MAJOR OCCUPATIONAL GROUPS, JANUARY - JUNE 1942



Bureau of Employment Security

Reports and Analysis Division

EMPLOYER PRACTICES IN HIRING WOMEN IN SELECTED WAR INDUSTRIES
JANUARY - JUNE 1942



BUREAU OF EMPLOYMENT SECURITY

REPORTS AND ANALYSIS DIVISION

THE EMPLOYMENT OF WOMEN IN AGRICULTURE

The number of workers willing to accept farm employment was generally reduced during 1941 and a further reduction will occur during the 1942 farming season. In many sections of the country intensive recruitment of local workers not normally a part of the farm labor force and the more efficient use of farm labor must be relied upon to assure fulfillment of the "Food for Victory" program.

In agriculture, as in industry, the labor of women is an important reserve. Women are adaptable to most types of farm labor, though there are a few strenuous agricultural occupations for which they cannot be employed.

The labor of women should be considered in the same category as the labor of other groups who can be mobilized for an agricultural emergency. In many sections of the country, housewives and students who are not ordinarily employed during most of the year have been accustomed to working in nearby fields and canneries during peak seasons. It will be necessary to intensify and extend employment of this kind. It will also be desirable to train women in some of the mechanical skills needed for operation of farm machinery. During 1941 women in a few Middle Western communities were being instructed in tractor driving, combine operation, etc. Systematic training of farm women along these lines would compensate in some measure for the loss of the more skilled male farm workers to the army and to industry.

While in some areas the labor of women who have not ordinarily been working on farms will be of vital importance in harvesting seasonal, perishable crops, whether or not it will be necessary to recruit women workers in a given instance will depend entirely on the local situation. All recruitment activities should be coordinated by State and local offices of the Employment Service, who will determine the need for supplementary labor on the basis of careful estimates of labor supply and demand and with full knowledge of the characteristics of the local farm economy.

In recruiting women for farm work, it is important to consider the wages offered and the prevalent working conditions. During the first World War, there was a much publicized use of women from urban communities on farms. In many cases these women worked at wages far below the standard prevailing for farm work. Practices of this kind obstruct full utilization of local unemployed labor on farms and help to perpetuate the low standards which are primarily responsible for farm labor shortages.

Federal Security Agency
Social Security Board
Bureau of Employment Security
Reports and Analysis Division
March 3, 1942

AREAS OF GENERAL SHORTAGE OF LABOR

NEW HAMPSHIRE

Springfield (Vermont)-Claremont (New Hampshire).--The supply of labor is inadequate to meet the increased demand resulting from machine shop expansion. Migration into the area is heavy and is expected to continue.

Portsmouth.--Male labor is insufficient within the area to meet scheduled expansion during the coming year. In-migration has been heavy during the past year and will continue, though at a reduced rate. Many workers who are now commuting by private automobiles for distances of 50 to 60 miles may also move into the immediate area.

CONNECTICUT

Hartford.--Expansion of defense industries continues at high levels. Even with increased utilization of women and relaxation of employer specifications, the local labor supply will be inadequate to meet the demand for the coming six months, and continued in-migration is anticipated.

New London.--The opening of new shipways has created a large new demand for workers. The local supply of labor is practically exhausted, and heavy in-migration is expected.

Bridgeport.--The demand for workers during the coming six months is far greater than the available supply. While a greater utilization of the local supply, including women, will somewhat relieve the shortage, a high rate of in-migration is expected to continue.

NEW YORK

Buffalo.--On the basis of a demand for about 65,000 workers in aircraft and ordnance and a supply of only 40,000, there will be a shortage of some 25,000 workers before the end of the year unless much fuller use is made of women in the area.

Elmira.--The supply of labor available is far short of the demand in Elmira. Unless extensive use is made of women workers and defense training, large numbers of workers will have to be imported.

Farmingdale-Bethpage, Long Island.--The local supply of labor available for training for work in the Sperry Gyroscope plant and the aircraft plants in Nassau and Suffolk counties will not be sufficient to meet the demand. If more extensive use is made of New York City workers and of local women, the amount of in-migration necessary may be reduced.

PENNSYLVANIA

Philadelphia Metropolitan Area (Including Philadelphia, Norristown, Pottstown, Doylestown, Chester, Pennsylvania, and Camden, New Jersey).--Between 90,000 and 100,000 workers will be hired by manufacturing firms doing defense work in the Philadelphia area. There is a shortage of skilled workers at present and a general shortage of male labor is anticipated. It is expected that between 35,000 and 45,000 workers will have to be imported to meet the demand.

MARYLAND

Baltimore.--On the basis of known production plans, the present shortage of white male labor is expected to become more acute. This labor shortage is at present accentuated by refusal of key employers to hire Negroes in any but unskilled jobs. It is believed that the number of hires during 1942 will increase far beyond previous estimates and that even if all discriminatory practices were relaxed, an overall male shortage (both white and Negro) will continue during 1942. An acute housing shortage and totally inadequate transportation facilities are impeding recruitment of labor.

DISTRICT OF COLUMBIA

Washington.--Shortages are reported for skilled and semiskilled workers, for both white and Negro labor, as well as for hotel and restaurant, professional and commercial and domestic and service workers. In addition to the large numbers of workers migrating to Washington to accept clerical and professional appointments in the Federal Government, there is substantial in-migration to meet the above-mentioned shortages, as well as voluntary in-migration of unskilled labor, particularly Negroes, because of reported job opportunities and high wages. The housing and transportation situation are acute.

VIRGINIA

Hampton Roads.--An acute shortage of male workers (including trainees) exists in the Norfolk-Portsmouth-Newport News area. Trainees are being brought into the area in tremendous numbers and this situation is expected to continue. Housing facilities are woefully inadequate.

NORTH CAROLINA

Wilmington.--Considerable in-migration has occurred during the past twelve months and, in view of a recent additional award to the major firm in the area, this situation is expected to continue. Training facilities are definitely inadequate, as are housing facilities. The shortage of male labor in this area is not the result of any restrictive hiring specifications.

OHIO

Dayton.--A large-scale labor shortage is in prospect during 1942 which can be met only by the fullest possible use of the current unemployed reserve and through wholesale transfers to war production of workers engaged on civilian goods. This problem will be aggravated by the labor demand at Wright Field and Patterson Field. In-migration will continue to be substantial.

Sandusky.--The Trojan Powder Company, manufacturing high explosives, anticipates hiring some 2,000 additional male workers during the six-month period ending June 1942. Active file count as of January was 1,103 workers of whom 734 were male. Importation by the Trojan Powder Company has been resorted in order to meet its need for male workers.

Akron.--There will be a definite shortage of labor in the Akron area within the next six months (January to June 1942) even if the employers use the visible local labor supply to the fullest extent. This shortage as well as a current housing problem will be intensified by the labor needs of the Ravenna arsenal which will continue to attract substantial numbers of voluntary in-migrants.

MICHIGAN

Detroit.--It is expected that total manufacturing and nonmanufacturing employment in the Detroit area will increase by about 200,000 workers between January 1942 and January 1943. The existing labor supply in the area will fall short of meeting this demand by a substantial number. In January 1942 there were 97,000 (70,000 men) registrants at the local United States Employment Service offices serving the area.

ILLINOIS-IOWA

Quad-Cities (Including Rock Island, Moline and East Moline, Illinois and Davenport, Iowa).--Continued expansion at the Rock Island Arsenal combined with recent contract awards to farm equipment firms will necessitate the importation of several thousand workers. This area has experienced considerable in-migration in the past three years and further expansion will aggravate an already serious housing shortage.

INDIANA

Evansville.--Large-scale lay-offs at automobile and refrigerator plants in the area have created an acute unemployment problem over the last few months. However, recent awards for new plants and expanded facilities in the area promise to exhaust the local labor supply and create a need for some in-migration by the end of 1942 or beginning 1943.

Indianapolis.--Employment in this area has risen sharply in the past year and continued expansion is expected. By the end of 1942 several thousand workers will have to be imported to meet the war needs of local employers. Unless former restrictions against the hiring of Negroes and women are relaxed, considerable unnecessary importation of workers may occur.

SOUTH CAROLINA

Charleston.--There is not at present an absolute shortage of male labor in the area but a shortage only in terms of restrictive hiring specifications. However, an absolute shortage may develop if expansion in shipbuilding continues. Extensive in-migration is aggravating the already acute housing situation. There is a large Negro labor reserve which is not being utilized or trained at present, in spite of the fact that the two major defense establishments either already employ substantial numbers of Negroes or have indicated intentions to do so.

FLORIDA

Tampa.--An artificial shortage of labor is reported in this area and will probably continue unless there is better cooperation between employers, unions, and training officials. In-migration now occurring because of restrictive hiring specifications would not be necessary if Negroes were accepted and if the unions would consent to job dilution in order to meet reported labor shortages.

ALABAMA

Mobile.--Continued heavy in-migration of male labor into the Mobile area is necessary on the basis of present known production plans. Fuller utilization of the available supply, particularly of Negroes would alleviate necessary in-migration only to a small extent. The present shortage of male labor would be intensified should defense industries in the area expand further. Past in-migration which has been extensive has resulted in mushroom growth of the city, an acute housing situation, badly overtaxed educational facilities, and a "hobbling" transportation system.

IOWA

Burlington.--Demand in the area is 3,800, principally at the Iowa Ordnance Works. Active file is 5,500 (1,400 women) but insufficient to meet the demand. Principal problem is that of transportation, since many of the workers are commuting from within a 50 mile area, and wish to move closer to Burlington, thus intensifying an already acute housing problem.

KANSAS

Wichita.--Despite an apparent surplus of trainees at the present time, Wichita will encounter a shortage later in the year, as aircraft companies, with a present employment of about 16,500, plan to hire 3,500 in the next six months and at least an additional 10,000 by June 1943. Continuation of the present heavy in-migration and acute housing shortage is anticipated.

UTAH

Ogden.--Heavy in-migration expected in the Ogden area before 1943 to meet needs of three Army establishments, will intensify a housing shortage already acute. Further expansion should not be planned for this area.

Salt Lake City.--Labor needs for workers at the Utah Ordnance Plant are expected to be met by persons now engaged in private business and government; replacements can be made without a great deal of in-migration if the local labor supply is fully utilized. The transfer of the headquarters of the United States Army Ninth Corps Area has intensified the housing shortage, and further expansion should not take place in this area.

WASHINGTON

Seattle Area (Including Tacoma and Bremerton).--The tremendous growth of the shipbuilding industry means that there is a shortage of both labor and, more particularly, of housing. Further expansion should not take place in this area.

OREGON

Portland Area (Including Vancouver, Washington).--There is a demand for 27,000 shipyard workers during the next six months in this area, (including the new Kaiser Shipyard at Vancouver now under construction). The supply is only 11,000. This means that an additional 16,000 workers must be imported into Portland. This will create a serious housing shortage.

CALIFORNIA

San Diego.---Although in the next six months it is estimated that 15,000 persons employable by the war industries in San Diego will come into the area to fill the 22,000 demand, this in-migration will not be enough to satisfy the local demand unless local sources are used more intensively than is now foreseen.

April 9, 1942

CITIES CURRENTLY EMPLOYING OR ANTICIPATING EMPLOYING LARGE NUMBERS OF WOMEN

CONFIDENTIAL

State	City	Principal Industry Hiring Women
Connecticut	Hartford	Aircraft, Ammunition
	Bridgeport	Ammunition
	New Haven	Ammunition
New York	Buffalo	Aircraft
	Elmira	Ammunition
	Schenectady	Electrical equipment
	Sidney	Aircraft parts
	Central Long Island	Aircraft
New Jersey	Camden	Communication equipment
Maryland	Baltimore	Aircraft, Communication equipment
	Hagerstown	Aircraft
	Elkton	Fireworks
District of Columbia	Washington	Personal service, Clerical, Sales
Michigan	Willow Run	Aircraft
Ohio	Akron	Aircraft
Illinois	Joliet	Ammunition
	Savannah	Ammunition
	Herrin-Carbondale	Ammunition
Indiana	Charlestown	Ammunition
	Kingsbury-LaPorte	Ammunition
	Indianapolis	Sighting and fire control equipment
	Evansville	Aircraft, Ammunition
	Fort Wayne	Electical goods
Alabama	Huntsville	Ammunition
	Childersburg	Ammunition
Georgia	Macon	Ammunition
Tennessee	Memphis	Aircraft
	Milan-Humboldt	Ammunition

State	City	Principal Industry Hiring Women
Iowa	Burlington	Ammunition
Arkansas	Little Rock	Ammunition
Kansas	Parsons	Ammunition
Missouri	St. Louis	Ammunition
Texas	Texarkana-New Hope	Ammunition
Arizona	Litchfield	Aircraft
Colorado	Denver	Ammunition
Utah	Ogden	Ammunition
	Salt Lake City	Ammunition
California	San Diego	Aircraft
	Los Angeles	Aircraft
Washington	Seattle	Aircraft

Number of Registrants in the Active File as Reported
by Public Employment Offices, by Sex,
January 1940 to February 1942

Month	Active File			Percent Women of Total File
	Total	Men	Women	
January 1940	6,079,495	4,572,897	1,506,598	24.8
February	5,920,294	4,473,466	1,446,828	24.4
March	5,025,183	3,759,376	1,265,807	25.2
April	5,682,447	4,204,205	1,478,242	26.0
May	5,724,029	4,165,320	1,558,709	27.2
June	5,734,450	4,107,811	1,626,639	28.4
July	5,564,671	3,973,273	1,591,398	28.6
August	5,210,660	3,749,352	1,461,308	28.0
September	4,910,827	3,519,359	1,391,468	28.3
October	4,618,504	3,302,807	1,315,697	28.5
November	4,568,415	3,269,197	1,299,218	28.4
December	4,758,697	3,464,510	1,294,187	27.2
January 1941	5,093,476	3,745,408	1,348,068	26.5
February	5,101,417	3,759,783	1,341,634	26.3
March	5,170,193	3,819,828	1,350,365	26.1
April	5,097,026	3,755,519	1,341,507	26.3
May	5,156,288	3,685,144	1,471,144	28.5
June	5,126,192	3,567,679	1,558,513	30.4
July	4,982,430	3,441,520	1,540,910	30.9
August	4,699,020	3,286,989	1,412,031	30.0
September	4,355,861	1/ 2,788,240	1/ 1,182,998	1/
October	4,241,918	2,902,789	1,339,129	31.6
November	4,234,455	1/ 2,654,865	1/ 1,186,001	1/
December	4,412,628	3,082,932	1,329,696	30.1
January 1942	4,898,675	3,462,895	1,435,780	29.3
February	4,888,000	3,479,618	1,408,382	28.8

1/ Data by sex not reported for New York.

Enrollment Summary of Preemployment and Refresher Courses by Type of Course and Sex from July 1, 1941 through January 31, 1942

Type of Course	Number in Training January 31, 1942		Cumulative enrollment from July 1, 1941 to January 31, 1942 1/			
			Training concluded		Training concluded and in training	
	Men	Women	Men	Women	Men	Women
Total	144,317	8,469	423,337	15,000	567,654	23,469
Automotive services	4,639	97	16,066	281	20,705	378
Aviation services	38,492	2,734	123,951	4,777	162,443	7,511
Construction	1,368	13	3,126	62	4,494	75
Drafting and Blueprint reading	818	179	6,541	385	7,359	564
Electrical services	3,159	251	11,145	568	14,304	819
Forging	670	0	1,638	11	2,308	11
Foundry	1,539	10	4,199	17	5,738	27
Machine Shop	41,797	1,407	114,775	2,582	156,572	3,989
Patternmaking	1,274	7	5,966	194	7,240	201
Radio services	2,123	630	5,718	788	7,841	1,418
Riveting	115	1	1,434	25	1,549	26
Sheet Metal Work	5,298	296	19,520	607	24,818	903
Ship & Boat Building	22,799	10	53,530	60	76,329	70
Welding	17,084	70	45,416	322	62,500	392
Woodworking	337	0	2,019	87	2,356	87
Other 2/	2,805	2,764	8,293	4,234	11,098	6,998

1/ No adjustments for dropouts.

2/ Consists largely of stenographic and sewing courses.

Source: United States Office of Education, Vocational Training for Defense Workers, Research and Statistics Section.

Enrollment Summary of Supplementary Courses, by Type of Course and Sex from July 1, 1941 through January 31, 1942

Type of Course	Number in Training January 31,1942		Cumulative enrollment from July 1, 1941 To January 31, 1942			
			Training Concluded		Training concluded and in training	
	Men	Women	Men	Women	Men	Women
Total	165,001	1,438	454,025	2,302	619,026	3,740
Automotive services	7,475	9	24,710	13	32,185	22
Aviation services	37,205	524	121,256	712	158,461	1,236
Construction	1,010	0	3,797	2	4,807	2
Drafting & Blue-print reading	13,703	277	36,853	395	50,556	672
Electrical services	4,269	9	9,266	52	13,535	61
Forgings	33	0	285	1	318	1
Foundry	427	0	1,657	3	2,084	3
Machine Shop	36,383	131	69,413	284	105,796	415
Patternmaking	1,188	1	3,652	56	4,840	57
Radio Services	4,652	117	7,644	128	12,296	245
Riveting	39	0	164	0	203	0
Sheet Metal Work	2,521	19	6,366	48	8,887	67
Ship & Boat Building	24,240	48	45,085	7	69,325	55
Welding	16,313	29	37,341	73	53,654	102
Woodworking	853	0	8,415	4	9,268	4
Others[1]	14,690	274	78,121	524	92,811	798

1/ Consists largely of stenographic and sewing courses.

Source: United States Office of Education, Vocational Training for Defense Workers, Research and Statistics Section.

Analysis of Anticipated Hires in Selected War Establishments by Training Period Required, by Major Occupational Groups; January-June 1942

Occupational Group		Total	Number of Anticipated Hires by Number of Months Training Time				
			0-2 Months	2-6 Months	6-12 Months	12-24 Months	More than 24 Months
Total [1]	No.	552,347	209,009	123,311	89,182	46,313	84,532
	Percent	100.0	37.8	22.3	16.1	8.4	15.3
Prof. & Managerial	No.	5,783	—	—	2,371	165	3,247
	Percent	100.0	—	—	41.0	2.9	56.1
Skilled	No.	202,102	—	29,323	45,346	46,148	81,285
	Percent	100.0	—	14.5	22.4	22.8	40.2
Semiskilled	No.	160,695	25,242	93,988	41,465	—	—
	Percent	100.0	15.7	58.5	25.8	—	—
Unskilled	No.	183,767	183,767	—	—	—	—
	Percent	100.0	100.0	—	—	—	—

[1] Excludes hires in clerical, sales, and service occupations, and hires in occupations for which data on training time are not available.

TYPES OF LABOR LAWS FOR WOMEN, BY STATES 1/ CORRECTED TO MARCH 31, 1942

State	Daily hour limits				Weekly hour limits			Night work		Prohibited or regulated occupations	Seats	Minimum wage
	8	9	10	Other	48	54	Other	Prohibited	Limited			
Alabama										•	•	
Arizona	•				•					•	•	•
Arkansas		•				•				•	•	•
California	•				•			•		•	•	•
Colorado	•				2/ •					•	•	•
Connecticut	•	•			•		52, 58	•		•	•	5/ •
Delaware			•				55	•	•		•	
Florida											3/ •	
Georgia			3/ •				3/ 60				•	
Idaho		•									•	
Illinois	•				•					•	•	•
Indiana								•		•	•	
Iowa											•	
Kansas	•	•			•	•	48	•	•		•	•
Kentucky			•				60				•	•
Louisiana	•	•			•	•	60			•	•	•
Maine		•				•					•	•
Maryland			•				60		•	•	•	
Massachusetts		•			•			•		•	•	•
Michigan		•				•				•	•	
Minnesota						•				•	•	•
Mississippi			•				60					
Missouri		•				•				•	•	
Montana	•				4/ •						•	
Nebraska		•				•		•			•	
Nevada	•				•						•	•
New Hampshire			•	10	•	•			•		•	•
New Jersey			•			•		•		•	•	•
New Mexico	•	•			•	•	56				•	
New York	•				•			•		•	•	5/ •
North Carolina		•	•	11	•		55				•	
North Dakota		•		8	•	•	58	•			•	•
Ohio	•				•		45	•		•	•	•
Oklahoma		•				•				•	•	5/ •
Oregon	•	•	•		•		44, 60			•	•	•
Pennsylvania	•		•		•		44	•		•	•	•
Rhode Island		•			•						•	•
South Carolina	3/ •			12			3/ 40, 60	•			•	
South Dakota			•			•					•	•
Tennessee				10			57				•	
Texas		•		11		•					•	
Utah	•			7	•		45			•	•	•
Vermont		•					50			•	•	
Virginia		•			•					•	•	
Washington	•				2/ •		3/ 60	•		•	•	•
West Virginia											•	
Wisconsin		•	•	9			50, 55 56, 60	•	•	•	•	•
Wyoming	•				•					•	•	
Number of States	18	20	12	8	23	15	20	15	5	26	47	26
Alaska							60					•
District of Columbia	•				•						•	•
Hawaii					6/ •							5/ •
Philippine Islands											•	
Puerto Rico	•				•			•	•		•	•

1/ Limitations on items shown in this table pertain in most States to specified industries rather than all work. For particulars refer to each State law.
2/ Not specified by law; governed by regulations issued by industrial commissions.
3/ Applies to men and women. South Carolina hour law inoperative pending court decision.
4/ Specified for men and women in 2 industries; no weekly limit in general law for women.
5/ Law applies to men and women. Oklahoma minimum wage law held inoperative for men and minors by court because of technical defect in title.
6/ 48 hours unless time and a half paid.

Source: United States Department of Labor, Women's Bureau.

Return to

22, 1942.

13 MILLION WOMEN IN WORK RESERVOIR

Labor Bureau Classifies Employables for Possible Future 'Draft' in War Industries

1,000,000 NEEDED SOON

Farms Expected to Benefit From Shifts—Ultimate Number Is Left in Doubt

By The United Press.

WASHINGTON, April 21—The Labor Department classified today 13,000,000 women as "employables" from which workers in war plants may be drawn.

The department estimated that more than 1,000,000 women now are employed in war production. That figure may be increased to between 2,000,000 and 3,000,000 by the end of the Summer, officials said.

The number of women workers in war plants has doubled since the attack on Pearl Harbor. The ratio of women and men workers in war production is now about 1 to 5, it was estimated.

The Women's Bureau of the department said that more than 1,000,000 additional women have registered with the United States Employment Service, many of them capable of handling jobs in war plants.

The department has no figures on how many of the 13,000,000 employable women now are working, but sent out questionnaires to employers to find out. Many of them are doing farm work.

Most of the women employed in war work either have transferred from other factories or were in their present employment when the factories were shifted from civilian to war production.

The number of "new" employes drawn into war work was said to be relatively small. The principal reason was said to be lack of training facilities for women.

Miss Nienburg
War - B.L.S.

ESTIMATED CHANGES IN EMPLOYMENT BY SEX

(In millions of persons)

Employment by Sex	First Quarter 1942	Fourth Quarter 1942	Fourth Quarter 1943
Agricultural employment	8.4	8.5	8.2
Male	7.8	7.8	7.4
Female	.6	.7	.8
Nonagricultural employment	40.7	42.3	44.0
Male	28.9	28.4	27.2
Female	11.8	13.9	16.8
Defense employment	8.5	15.0	20.0
Male	7.5	12.5	16.0
Female	1.0	2.5	4.0

Prepared by:

Bureau of Labor Statistics
Occupational Outlook Division
April 18, 1942.

Miss Meenberg —
You may keep this
copy of the Senate bill —
which I have just received
I have two other copies.
M. V. R.

77TH CONGRESS
2D SESSION

H. R. 6807

IN THE SENATE OF THE UNITED STATES

APRIL 20 (legislative day, MARCH 30), 1942
Read twice and referred to the Committee on Naval Affairs

AN ACT

To establish a Women's Auxiliary Reserve in the Navy, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the Naval Reserve Act of 1938, as amended, is further amended by adding after section 401 thereof an additional title as follows:

"TITLE V—WOMEN'S AUXILIARY RESERVE

"SEC. 501. A Women's Auxiliary Reserve is hereby established which shall be a branch of the Naval Reserve and shall be administered under the same provisions in all respects (except as may be necessary to adapt said provisions to the Women's Auxiliary Reserve) as those contained in

this Act or which may hereafter be enacted with respect to the Volunteer Reserve. Appointments and enlistments in the Women's Auxiliary Reserve shall be made only in time of war and for periods to expire not later than six months after the termination of the war."

SEC. 2. The Reserve established by this title shall be composed of members who have attained the age of twenty years.

Passed the House of Representatives April 16, 1942.

Attest: SOUTH TRIMBLE,

Clerk.

77TH CONGRESS
2D SESSION

H. R. 6807

AN ACT

To establish a Women's Auxiliary Reserve in the Navy, and for other purposes.

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U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

To—		From—	Re Attached Please—
	Anderson.		Approve
✓	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return
	Best.		Reply
	Erickson.		Draft of reply
	Files.		Signature
	Hyde.		Would like to discuss
	Manning.		File
	Mettert.		
	Pidgeon.		Date
	Robinson.		Note: I think this is the release you were referring to. Is it based on this report of desk audit?
	Smith, F.		
	Spring.	✓	
	Steel.		
	Stitt.		

O F O 14—3769

John J. Carson. March 12/1942.

War Materials Labor Force – estimated [illegible] 7 Million to 17 Million
to 10 1/2

Navy Navy workers with jurisdiction 2,8M
Treasury 1 9M
Transportation 7 4M

12 100000
2 2

To Armed forces

Regiments 8 M, no other workers of all sorts in Army

of 1941

Total Estimated for 1942: 58,2M 55,4M

Army of Occ. 4.2 2000 no

Farm Labor withdrawal 8000000 860 M

Civilian Employment 26,5M 339 M

War Work 17,5M 7000

Transportation 2000 39 M

Army of United States

War Expenditures & Nat'l Product in March 1942

Milton Gilbert

May 1940 to Dec 1941 - Industrial Prod. rose $116 to 167
Income payments 110 to 149
Nat'l Inc. rose rate of 75 billion to 1941
1940
Military exp. rose 3 to 13 billion in 1941.

Fiscal year 1942-43

Pres. Program of 56 billion
Net 3 " will be for other than current expenses
1941 rose 53 "
11.3 "

Total gross nat'l prod 132 billion :: 79 billion
of products for war, nondurable, private gross
capital formation & consumers' expenditures for
durable & nondurable goods & services.
Compared to 102.5 billion : 1941

Limiting factors in nondurable goods production are
raw materials & production facilities
Conversion possibilities in consumers' goods industries
& both facil. & materials are limited at
can yield only a limited quantity of instruments of war.

Summary of Current Business March 1942

Automobile - 1/4 of facilities were engaged in mfg. of military
civilian Trucks, scout cars, other military vehicles, & parts
for maintenance & repair

Textile mfr. - 1/2 were to War Materials
Farm mfr - 83% of 1940 was materials

Canning: Tomatoes to be in reserve 1/5
Peas - 1/3 rd.

BLS - Est. Changes - Empl. Jan 28, 1942

		4th Quarter 1941			4th Qt 1942		
		Non-War.	War	Total	Non-War	War	Total
Mfg: Total. Men. Women.		9 30	3 50	12 80	4 50	9 90	14 40
Iron & Steel - Same Nonf.		860	750	1 610	160	1450	1610
Non ferrous Metals + 20		150	250	400	60	360	420
Machinery + 250		740	1 00	1740	-	1990	1990
Trans. Eqp. Aircraft, Tanks, Ships + 1,000		830	550	1 380	80	2300	2 380
Lumber & allied Prd. - 50		750	120	870	310	510	820
Stone Clay & Glass 0		360	70	430	80	350	430
Textiles - 140		1980	230	2 210	1330	740	2070
Leather & Prod. 0		340	30	370	250	120	370
Food & Prod. + 80		1150	120	1270	950	400	1350
Tobacco 0		100	0	100	100	0	100
Paper & Printing + 30		860	100	960	660	430	990
Chem. & Petroleum + 430		560	120	680	280	830	1110
Rubber - 70		140	50	190	260	120	120
Misc. + 10		370	100	470	80	250	510
Central Office + 10		110	10	120	30	50	480

	4th Quarter		1941	4th Quarter 1942		
	Non-War	War	Total	Non-War	War	Total
Mining. +1N	810	90	9N	5N	5N	1N
Construction 0	1140	760	19N	2N	17N	19N
Transp. & Ph.	3030	270	33N	17N	18N	35N
Trade −2N	73N	0	73N	71N	0	71N
Govt. +3N	36N	7N	43N	36N	1N	46N
Finance & Service +1N & Misc	42N	—	42N	42N	1N	43N
Non agricultural employees +2,1N	29380	5320	34 7N	21,8N	15N 36 8N	

Decrease in
Non-War − 48N, N
Increase War + 64N, N
Net Inc. + 1,6N, N
All Non-Agric.
Non-duplicate. − 7580
Reserve + 9680
Net +2,1N

BLS. Est. of Total Non Agricultural Employment.

	December 1941 (inc.)	
Total civil non-agric. employ.	40940	Industrial Employees.
Employees in non-agric. est.	34,797	
Mfg.	12 703	
Mining	907	
Contract Const.	1820	
Trans. & PU	3 287	
Trade	7 503	
Fin. ins, real estate	4 223	
Total Services & Govt.	4 354	

BLS.

Estimated Defense Employment 4th Quarter 1941

	Total	Est. Women
Mfg. Total.	483 mm, mm	330, mm
Iron & Steel	750 mm	46 mm
Mdy.	1 030 000	54 mm
Aircraft	275 mm	3 mm
Shipbuilding	1m mm	1 mm
Ord'n.	115 mm	8 mm
Ry. car & loc.	50 mm	—
Non ferrous Metals	225 mm	31 mm
Lumber	110 000	1 mm
Stone, Clay & Glass	80 000	9 mm
Textiles	220 000	95 mm
Leather	25 000	10 mm
Paper	45 mm	11 mm
Chem.	1m mm	16 mm
Rubber	55 mm	14 mm
Food	110 mm	31 mm
Mining	175 mm	
Construction	425 mm	
Transp. & Pub.	3m mm	30 mm
Tr., Sect. Mdse.	50 mm	10 mm
Gov't	750 mm	110 mm
Total	5 mm mm	480 mm

Auto - Remarks

280,00 Motor vehicles required for
Army of 1,250,00 men

800,00 for 1942 for Army of 3,400,000

Tent heaters. Tarpaulins other vehicles - 876,00

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

WOMEN IN WAR PRODUCTION

A TALK BY MARY ANDERSON, DIRECTOR, WOMEN'S BUREAU, U.S. DEPARTMENT OF LABOR, BEFORE THE NEW YORK CHAPTER OF THE SOCIETY OFOR THE ADVANCEMENT OF MANAGEMENT, BUILDER'S CLUB, 2 PARK AVENUE, NEW YORK CITY, OCTOBER 15, 8 P.M., 1942,

In talking to you this evening about women in war production, I feel as though I were carrying coals to Newcastle. Many of you could give me much helpful information on the subject. In fact you have. In our Women's Bureau investigations we are dependent largely on the cooperation of management in the gathering of our facts.

Then we do a processing job by running through our statistical mill the data compiled from many sources. As a result I am able to present to you samples of information on the occupations and industries in which women are now found - on their problems and conditions in war plants - on policies and practices leading to their efficient employment.

We have had a steady stream of requests for assistance from industrialists planning to hire women for the first time. Almost overnight after we got into war, managements reclassified women from a marginal to a basic labor supply for munitions making.

The aircraft industry is a striking illustration of the collapse of barriers to women workers - almost like the fall of the walls of Jericho. A Women's Bureau survey of the industry in the spring of 1941 showed a bare sprinkling of women on productive work, mainly in the fabric department. Women were not wanted. Nevertheless, we analyzed the occupations in the industry to show where women could be used, if needed. A year ago there were still only about 2,000 women in the aircraft factories - now there are 65,000 or more in the aircraft assembly, engine, and propeller plants. Our recent survey of the industry showed women engaged on a great variety of jobs.

The forecast for women's total war employment is that the present number

of over 2⅔ million so engaged will be swollen by several additional millions before the war is over.

Every employer confronted with the need to use woman labor wonders: What kinds of work can women do best? In a general way I want to reply to this question by listing various types of occupations we have found women doing in many plants in the key war industries. These operations must, of course, be tailored to the peculiar needs of each plant.

Though men are still the masters in the durable goods industries, women are found to be better at some jobs -- those requiring patience, painstaking, finger sensitivity, and dexterity. Women can work to precise tolerances as fine as ten-thousandths of an inch.

First, List A, includes the following simpler processes on which women are used extensively after a short in-plant training period: Hand finishing of machined parts by filing, burring, lapping; electrical work such as wiring, winding coils and armatures; light assembly work of all types (sub and final); soldering; inspection visually or with gages, calipers (sometimes with blue print reading), etc.; operation of machines, such as drill presses (single and multiple spindle); light punch and forming presses; burring and polishing machines, etc.

The B list of operations on which women are proving quite satisfactory to a growing extent comprises: Operation of light turret lathes; hand-screw machines; profilers, nibblers, shapers; machines for gear shaping, cutting, hobbing, for optical glass grinding and polishing; and so on. Other types of work in this list are: Sheet metal forming; riveting; welding (that is acetylene, torch and spot welding); spray painting; calibrating; checking and testing raw materials and stock; packing, labeling, etc; as factory clerks and tool crib and stockroom attendants and dispatchers.

The last or C list consists of occupations still largely masculine but into which fields a few women have pioneered successfully, such as: Setting up machines; operating cranes and heavy duty machines, such as those for mailing

and woodworking, and the automatic-screw. This list includes also drafting; hand gluing of plywood; electric arc welding; production planning; supervisory work, job instructor, and so on. In fact, experience proves that women can do practically any type of work except that requiring heavy lifting.

Managements have expressed not only satisfaction but amazement at the speed and facility with which women have adjusted themselves to a man's work world. A number of employers seem ready now to adopt the English slogan;"Nothing that a woman can do or learn to do should be allowed to absorb a man of military age."

Let us take a quick bird's eye view of some of the industrial fields that have opened up to women. The most spectacular development to date is their increasing vital role in the making of airplanes, as I have already pointed out. Manufacture of electrical machinery and equipment employs more women than any other key war industry, but even in peacetime this field engages large numbers of women.

The manufacture of ammunition for both fire arms and artillery, because of the very simple operations readily done by women after several weeks' training at most, took on thousands of women even during the defense period and is still expanding its woman force. Our recently completed report on artillery ammunition reveals that officials in 10 of the plants visited predicted that two-thirds or more of their labor force will be women. It was said that women could be used on loading shells as big as 105mm. or bigger. In ammunition for fire-arms and for machine guns the proportion of women might be even larger in view of the small products.

The war instrument industry -- the making of aircraft, fire-control, surgical, and dental equipment -- is another field where women are definitely gaining ground despite considerable opposition to them in some instrument plants prior to the war. Women seem particularly well fitted for the work on instruments, as they are relatively small and light and made up of intricate parts.

In the manufacture of fire arms and guns, though almost no women were so employed in this country a year ago, the feminine force is now growing conspicuously. Our recent investigation showed woman labor to constitute as much as two-fifths of the total force in an occasional plant. In general, women in this field are used on more different types of machines than in any other industry. Much "worrying of the metal" -- the trade term for machining parts, -- is necessary and women are particularly good at this.

Even in the heretofore, strictly masculine machine tool industry women began last summer to gain their first foothold since World War I. Only to a limited extent are women engaged in the manufacture of parts for machine tools proper, but most of the firms we visited in a just completed study had plans for putting women in this work. Already women in a number of the plants were on operations for making side-line products, such as machine-tool attachments like cutters and broaches. Also such products as gages, calipers, and micrometers. Brown and Sharpe in Rhode Island, and the La Pointe Machine Tool Company in Massachusetts, may be cited as using women for these types of work. At the Bullard Co. of Bridgeport, making big vertical lathes, women have been operating cranes ever since the last war. English women are even now employed on heavy jobs in machine-tool manufacture.

Some women are now employed in foundries doing core-making -- for example, for the Jones and Lamson Machine Tool Company in Springfield, Vermont, and in foundries in the Cleveland area.

Even the steel industry, faced with a shortage of men, anticipates much more extensive use of women -- for such machine work as nail and wire drawing, operating of cranes and other lifting apparatus, also for driving in-plant industrial tractors. The Carnegie-Illinois Steel Corporation, for example, talks of hiring 4,000 women on new jobs and also to take the place of men inducted into the armed forces.

Shipbuilding is much discussed in newspapers just now as a field opening up to women. Last month I had a chance to see women -- some hundreds of them -- working in a Kaiser shipyard near San Francisco. There, as well as in the Portland yard, women are being used in certain kinds of work that they have been doing now for some months in the Navy Yards on both the East and West Coast.

Look at the Brooklyn Navy Yard employing women for the first time in its 141 years of existence. Women are making good there as welders, electricians' helpers, shipfitters', and loftsmen's helpers. Women are also at work in the machine, paint and optical shops, and as tool-room attendants.

The Brooklyn Navy Yard, which expects to have 600 women by the end of the year, is helping to point the way to the private yards in this area, which anticipate taking on 40,000 more workers by the end of December, many of whom may well be women. Mrs. Elinore Herrick as the newly appointed personnel director of the Todd Shipyards Corporation has already started to hire women.

Such employment opportunities are eagerly seized by workers in New York City, which unfortunately does not reflect the national picture of steadily expanding employment due to war industries. It is a paradox disturbing to industry, labor, and government that there is so much local unemployment -- 400,000 persons including some 160,000 women are jobless -- while on the very fringes of the Metropolitan Area -- notably in Connecticut, there is a serious labor shortage.

New York City's unemployed women, may hope for some other work opportunities -- in local plants producing electrical equipment and war instruments. Last June such factories reported an anticipated need of about 3,200 women. Also, Long Island war industries, especially the aircraft and instrument factories, report the need of 10,000 women by February 1943. This will mean recruitment and training of New York City women as well as those in the community. Improved transportation also is required to meet the expansion.

Connecticut and New Jersey have taken up some of the New York City slack of jobless workers, but a housing shortage and other problems in Connecticut

block further migration of labor. Connecticut with its many industrial centers can boast of such diversified war industries as - aircraft, fire-arms, guns, ammunition, machine tools, brass and copper, rubber, and so on. Many plants in the area have definite need of additional women.

New Jersey is also thick with woman-employing industries. We have just completed an intensive study of women in war production in that area. A cross section -- furnished by the New Jersey plants we visited -- reveals the following statistics for the various industries:

Aircraft engine and propellers -- women forming little less than a tenth of the force.
Ammunition, gun parts, and ordnance accessories -- over a fourth of the workers, women.
Apparel -- almost 70 percent of the force, women.
Chemicals and drugs -- 14 percent, women.
Instruments -- over a third, women.
Machines and machine tools -- 17.5 percent, women.
Plastic products -- a fourth, women.
Rubber products -- almost 17 percent, women.

The difference between New Jersey and New York City clothing factories in regard to war orders is striking. Of 27 New Jersey apparel plants that we visited, 25 were on a 75 percent or higher war production basis, while the New York City clothing industry -- the largest woman-employing type of manufacture here -- has been used only partially for war purposes.

In fact, many of the local factories fall into the small business class and have so far been unable to secure war orders. Most of the 35,000 factories in this City employ 19 persons or fewer. These firms should have a more vital part in the war effort, if Government activities or Yankee ingenuity can bring this about. Hedley Williams of Britain's Ministry of Production, on a recent visit to Washington declared, "If it had not been for small factories, we would have lost long ago." He added that one of our troubles has been too much reliance on big business.

Local metal plants -- another important branch of manufacture in the Metropolitan area -- might follow the example of a Brooklyn firm that has secured 100 war orders by converting from springs and metal specialties to such varied war materials as goggle frames, rifle tripods, gun and airplane parts.

Suggestive to local factories is the following list of illustrations of conversion of plants in various parts of the country — from lingerie to camouflage netting; lip-stick cases to bomb fuzes; baby carriages to field hospital food carts; outboard motors to gun carriages; business machines to shells; hair clipping machines to projectiles; silk ribbons and silk goods to parachutes; toy trains to parachute flare casings; beer cans to hand grenades; fishing reels to percussion primers.

PART II.

Coming now to the second half of my discussion I must admit that women's greatly increased employment in war production is not without its problems. To help in the solution of these I've sought to draw up a blue print of specifications.

The first set of suggestions relates to recruitment and selection of women employees. For assistance in securing workers a plant should turn to the local offices of the U. S. Employment Service. Expert facilities offered there include aptitude and personality tests, which many firms having no such provisions of their own, may find helpful in the selection of applicants. In our aircraft survey we encountered some difference of opinion as to the value of these tests. But physical examinations of women applicants for war industry jobs is advisable and usual these days.

Competent women to interview women applicants are better able to evaluate them and to eliminate at the hiring desk the misfits and likely trouble makers. But there should not be discrimination against women because of race, creed, color, or national origin. Such practices are forbidden by the President's executive order of June 1941.

As a result of this order Negro women are slowly but surely finding their way into war production and making a satisfactory record on machine jobs, assembly and inspection work -- notably in arsenals and aircraft factories. Our New Jersey survey showed at least a few Negro women on productive work in some of the plants visited. The Zipper Bag Company of New York City, converted to gas masks production, was reported to have 70 Negro women as sewing-machine operators last March.

Another group for whom I wish to make a plea are the women in their forties or fifties seeking employment. Many plants have the unfair practice of "thumbs down" on all women over 35. Older women employed in many of the plants we visit are doing a fine job. They have definite assets, such as mature

judgment, stability, and often years of excellent experience. If women have been out of employment for some time they may need a refresher course to fit them for present day jobs. You can find many illustrations of women of 47, 48, or older who after the necessary training are proving very useful on production lines.

The Manpower Commission urges that communities with labor shortages utilize all possible types of labor before recruiting from other areas. But one group that should not be recruited until absolutely needed is the mothers of young children. They can be much more helpful to the Nation by staying at home, caring for their family. But since some women of this type must earn a livelihood and some are already employed in war plants the Manpower Commission has issued a directive to the Defense Health and Welfare Services to coordinate, integrate, and develop programs for the day care of children. Several Federal agencies, such as the Children's Bureau and the W.P.A., are already carrying on in this field.

The training of women, being both a pre-employment as well as an in-plant problem, next claims our attention. One of the chief training programs now generally open to women since our entrance into the war -- though not to any real extent during the defense period -- is labeled the Vocational Training for War production Workers. As you doubtless know it is financed by the Federal Government, administered by the U. S. Office of Education, and conducted by the State Vocational Education boards. In every community the local offices of the U. S. Employment Service help to shape the courses and refer women to them -- in accordance with local needs. The curriculum includes pre-employment and refresher courses, also supplementary courses for women already employed but wanting to acquire higher skills. Almost 200,000 women have been so trained since this program started two years ago. Over 53,000 women were enrolled in courses at the end of last July. By this method women are being trained in various kinds of machine operations; welding; sheet

metal, assembly, or inspection work. Women may also take courses in blue-print reading and use of measuring tools, and courses giving some knowledge of metals, and so on.

Pre-employment training gives women an industrial background and sometimes a preference in the matter of employment. After they get jobs it may enable them to advance more rapidly.

Some employers are not enthusiastic over such preliminary preparation of applicants, as many managements prefer to train workers entirely in the plant. It is said that for almost nine-tenths of the industrial jobs, in-plant training is necessary. An orientation course on the job, and plant procedures for new women workers is customary in most plants. The Remington Arms Company, of Bridgeport, furnishes an illustration of an in-plant training school with a regular staff of teachers, who were former employees. There is an orientation series of lectures on industrial relations, plant regulations, safety in general and for the specific job.

Most companies have too few supervisors and facilities for specialized instruction. Therefore the Training-Within-Industry program, known as TWI, under general sponsorship of Channing Dooley, now in the Manpower Commission, is proving of great assistance to industry. Experts lent by industry to Government furnish to individual plants -- up-to-date advisory service on advanced methods of procedures for up-grading and job instruction. Hundreds of factories all over the country have been using this service and in a number, women workers along with men have derived its benefits, Mr. Conover, assistant director of TWI says, "There are no special training problems presented by women, no changes made in any of the training programs we set up when women come into the classes. But the TWI representative calls attention to special occupational hazards for women." Western Electric, Westinghouse, Bendix, and Kingsbury (Indiana)

Ordnance companies are a few outstanding firms where job instruction classes have included women.

You are doubtless familiar with the Government financed courses on the college level, designated as the Engineering, Science and Management War Training program. Some 13,000 women are now in these courses, which train women as engineering aides, in drafting and laboratory work and for supervisory jobs, etc. College students, also high school graduates, with better than average preparation in mathematics and physical sciences may get the benefit of this free training. But women hoping to do supervisory work should also have as a foundation some past experience in production work.

A. Dexter Hinckley, the Columbia University director of this type of training, recently declared that of 130 women enrolled at Columbia this year, 100 have completed their training and so far 75 of these have obtained employment. The others are in the process of being hired.

Certain plant adjustments are necessary when women are introduced into the enterprise for the first time or when their employment is extended to so-called masculine jobs. In advance the men employees should be informed of the innovation -- also the union officials in an organized shop. It is not likely that any management would bring women into a concern as a grand surprise, but the way can be smoothed by the personnel division's tactfully seeking the cooperation of the men. When they find that women are not to be a wage-cutting factor, men soon accept them without further protest.

Physical changes in the plant set-up are not always so extensive. A preliminary survey of occupations may show the value of some breakdown in jobs, some changes in machines. Women who are generally shorter than men may need a platform on which to stand or certain other minor adjustments for the sake of comfort and efficiency. In an aircraft plant, for example, steel jigs too heavy for women to lift were replaced by masonite jigs weighing less than a tenth as much. Engineers in a machine tool company put a new

lever on a special spinning lathe so that a woman could operate it with 70 percent less effort than was required before. The Republic Drill and Tool Company of Chicago redesigned the machines for its new women employees. One machine formerly had a hand lever that took a man's strength to move; now it has a two-foot extension lever that a woman can operate with two fingers. Why wasn't this labor saving device put in some years ago to increase men's productivity, we wonder. This is a key question frequently asked these days when the tailoring of jobs for women often results in greater plant efficiency.

The entrance of women into an establishment calls for additional service equipment — lavatories, rest rooms, dressing room, at least, and possibly some increased eating and first-aid facilities.

Segregation of women in certain departments is unnecessary and undesirable. In the long run it will retard production if women's activities are limited to only those departments devoid of men. Women learn a lot about industry from association with experienced men who know the plant set-up from A to Z.

Employment of women in new or unusual jobs requires continuous supervision. This causes unique problems to a number of firms, though personnel managers sometimes tell us the methods of handling women are no different than for men. But a frank foreman hit the nail on the head, when he said, "Theoretically we treat women just the same as men. I give the same order to a man or a woman — but there's a different tone in my voice." He realized that women can be led rather than driven. Also men as supervisors must be tactful and not play favorites.

We can cite good arguments both for and against women supervisors. A competent woman understands women and their problems much better, but good women supervisors are difficult to find for war production, since not enough women have a real knowledge of such industries. The Remington Arms Company with women forming about half of its 15,000 employees deserves honorable mention for its successful use of women in supervisory capacity. A well-qualified young woman as the assistant personnel director has a thorough knowledge of the plant. She has

educated herself by actual production work in all departments. She now selects women for jobs, plans the conversion of men's jobs to women, advises on training, selects and trains women as group leaders, each in charge of 25 women.

In a number of companies we have found similar success in the employment of women as group leaders or counsellors -- a sort of buffer between the foreman and rank and file of women workers, helping to solve their personal problems. Some plants are hiring college women for production lines, with the idea of later promoting them to be supervisors or instructors. Teachers are often selected for this purpose.

Next, we come to what I might call the keystone in women's employment -- the question of fair wages. Wages should be based on occupation, not on sex. This policy the Women's Bureau has always stressed since its origin in World War I to promote the effective use of women in industry in that emergency. A double wage standard -- one set of rates for men and a lower set for women -- is outmoded and should be ruled out everywhere and forever. At the present time under-payment of women who take the place of men called to military duty or more skilled work undermines the morale of the women on the jobs and the men who expect to return to them and fear pay-cutting of women as a menace to their wage standards.

Much progress has been made in regard to the same pay standard during recent months. The aircraft industry deserves special credit. Most of the plants have set 60 cents as the minimum entrance rate for both men and women. You know that the president of the National Association of Manufacturers not long ago came out in favor of the same pay policy.

Many existing union agreements -- both A. F. of L. and C. I. O. -- with firms employing woman labor contain clauses requiring that women be paid the same rates as men. The contract between the Westinghouse Electrical Company and the United Electrical, Radio, and Machine Workers of America, might well be cited since it covers all the firm's 33 plants.

A significant step in the direction of the same pay policy has been taken by the Government, with the National War Labor Board's adoption of such a measure in three of its recent decisions — in the Norma Hoffman, General Motors, and Brown and Sharpe cases.

I wish to warn against a possible loophole in this effort. An employer in replacing men with women may argue that this causes increase in labor costs if he has to have a move_man to do the heavy lifting for women. On the contrary, labor costs per unit may be less when men or women as machine operators devote themselves 100 percent to their skilled work, with unskilled labor to handle the moving and lifting. Such methods have been definitely used at times to increase efficiency and to reduce cost per unit of product in some plants employing only men.

As to optimum hours for women, about which we are often asked, we advocate 8 a day and 48 a week for steady work under pressure. Experience and scientific study have proved the case for such a schedule. Recently 8 Government agencies recommended it to all war contractors, for both men and women. These agencies further declared that the individual should have one day of rest in approximately 7, and a 30-minute meal period in the work shift. For women we urge also a 10-minute rest period in each half of the work shift, to prevent undue fatigue and to increase a woman's efficiency.

We realize that in the present emergency, war contractors may at times need to employ women more than 48 hours a week or on night shifts in States with laws generally prohibiting such practices. In some States the law includes such an emergency clause. Other States have passed a temporary act or taken other action permitting some leeway during the war crisis but safeguarding the regular legal standards.

Through such measures State departments of labor or other official authority may grant relaxation of the law in individual plants for a limited period for women on war work if investigation proves the employer's need.

Of 21 States and the District of Columbia with a maximum workweek of 48 hours or less for women in manufacturing, 17 have granted such temporary relaxation of the legal standard. Among these States are New York and Connecticut. New Jersey, with a 54-hour maximum for women, has granted no exemption. All three of these States are among the 11 States with laws or orders prohibiting women on night work, and all three now allow women to be employed on night shifts in this crisis.

Though we realize the need for this we still feel that night work is undesirable for women and urge management to take all possible precautions in regard to adequate transportation, food, lighting, etc. to lessenthe strain of women on the swing and graveyard shifts.

We have given some study to the rotation of shifts. We believe woman's cycle of living habits is less seriously upset if the workers are not changed from one shift to another more often than every 2 or 3 months.

In regard to many other aspects of health and safety, old problems take on new importance, now that women are being employed so much more extensively in new industries.

A primary requirement for women is proper seating. Posture chairs adjusted to the work and the worker lessen fatigue and increase efficiency. They may permit a woman in many instances to sit or stand at her work. Constant sitting as well as constant standing is a cause of fatigue. In our recent investigations we have found women sitting all day on uncomfortable chairs or even stools -- a bad situation easily remedied.

The question of work clothing is particularly important, with so many women now doing men's jobs. Women must make more radical changes than men in their work garb, especially when employed at or near machines. Then slacks or coveralls are needed for safety, and hair should be covered by comfortable caps or scarfs. Low-heeled sensible shoes with closed boxed toes should be

required -- cut-out toes, bedroom slippers, flowing sleeves, full skirts, jewelry are taboo.

Uniforms may sometimes be desirable and if there is a good reason for them they will be accepted readily by women, but it is easier to lead them to regiment women into uniforms. The Sperry Gyroscope Company handled the uniform situation tactfully, by allowing the women to help plan and select their uniforms with the aid of a woman executive and designer. The Company furnishes the uniforms, the women are responsible for the laundrying.

In general women's work clothing should be safe, comfortable, durable, washable, but may also be attractive, with some outstanding designers now giving this matter attention.

A report on safety clothing is one of a series on working conditions for women in war plants that the Women's Bureau has issued. Other reports deal with weight lifting, toilets and washrooms, industrial hazards, maternity care, and other subjects.

The question may be asked: Why consider the health and safety of women apart from men? Here are some of the basic reasons:

1. Women are more susceptible to fatigue than men. Margaret Bondfield, a former British Minister of Labor, recently stated that in England it was found that women's efficiency began to slip when they worked beyond 43-1/2 hours a week.

2. Women's illness rates appear to be higher. The Boston Edison Company in a study over a 5-year period found that men lost on an average of 6.4 days a year from sickness as compared with 9.9 days for women.

It is fully proved that women are more susceptible to certain industrial poisons, lead being the best known. Then the reaction of women to even slight benzol exposure may be extremely severe and different from men's. Dr. Alice Hamilton says that women seem to be particularly susceptible to poisons attacking the nervous system, to carbon disulphide,

for example. There is a belief in some quarters that women are prone to oil dermatitis. Altogether, with many more women on new processes and handling new substances, there is greater need for safeguards.

As pregnancy may aggravate industrial poisoning women as expectant mothers should be watched more carefully and not exposed to possible hazards. Women should have at least 6 weeks away from a job before the birth of a child and 2 months afterward.

The question of food service and types of food that workers eat are very important for their health and efficiency. But in many war plants we have found not only inadequate facilities, but too scant time for lunch -- 15 minutes or less. Some of the establishments are so vast and women so far from the cafeteria that they are forced to eat in the work rooms. To serve such employees a number of managements have installed lunch wagons, some of them practically rolling steam tables or ovens that can be plugged into any electrical switch. Thus are made available not only cold drinks, sandwiches and desserts, but hot soup and drinks and plate lunches. One plant offered a choice of two lunches at 21 and 26 cents, including a meat, vegetables, dessert, milk or hot drink.

I might discuss other items, such as the living conditions of women workers in congested areas -- the growing interest of women in trade unions -- the value of women as representatives on labor-management committees. These are also important factors in the satisfactory adjustment of women to war production -- in efforts to build up their morale and efficiency to the highest levels, to prevent avoidable absenteeism and labor turnover, to guarantee a steady and essential flow in output of war materials.

But I want to give you ample opportunity to discuss your particular problems, for me and to offer any other suggestions you may request. You and I realize that we are dealing not with theories about women, but with practical down-to-earth performances. Women have proved they can enact vital roles

as unknown soldiers on the labor fronts. We must see to it that their energies are not wasted by wrong conditions. Women's abilities must be used most efficiently just as those of the armed forces. Only through the best coordinated efforts on both the industrial and the battle fronts can We win the war.

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Extracts from
Speech by Sarah Rehling, women's div., labor relations dept.
Richmond (Calif.) shipyards. War Conference of Calif. Chamber of Commerce,
L.A. Dec. 2, 1942

Read by M K Anderson

After thinking through the problems concerned with the induction of women I should like to consider ~~them~~ in three groups - problems of preparation of an industry for the induction of women, problems of women on the job 3) post-war problems created by the employment of women.

To determine where women can work, can be done most effectively with the assistance of production supervisors. Jobs will probably be distributed in 3 categories - jobs which women can do - jobs which women can accomplish only with mechanical aids and helpers or with simplification, 3) jobs which women will never be able to perform because of physical limitations.

Certain physiological factors must be kept in mind - physical limitations, lower resistance, nervous reactions, emotions, fatigue limits, also labor law limitations (lifting weights, rest periods, 8 hours, 6 days).

War experience has demonstrated that women, subject to these limitations imposted by physical strength and stamina, can perform almost every job customarily done by men. In our own industry, shipbuilding, which is a heavy industry and traditionally a man's world, women are proving themselves good craftsmen. They are doing outstanding jobs as welders. In fact, their weld footage production actually excels that of men in some instances.

Smart job analysis and job simplification is in order; Break down complex jobs, if possible and practical, to make the employment of women easier.

One of the most important steps in preparation for women is "selling" the idea of women workers to supervisors and men on the job. The men must realize that it is the necessity of war that is bringing women into industry, that their presense there is not merely some one's experimental idea, that women are not competing for men's jobs, but they are patriotically taking the place of men called into the armed services.

The major part of supervisory problems can be avoided if men employees and their supervisors are pre-conditioned to the idea of women workers.

Proper physical conditions of work are essential. Safe and decent working garments for women are highly important. In the Richmond Shipyards we have selected proper garments for each craft, forestalling the purchase of unsuitable clothing, ~~and it is important that~~

The equl pay for equal work standard is vital to the satisfactory industrial use of women; to regard women as a source of cheap labor would have disastrous effects upon our economy. Our experience has been that women will prefer or demand jobs on the swing shift and even on graveyard.

Recruitment procedures for women are similar to those which are effective in securing men.

Conduct standards must be established. Attitude should be one of friendliness and cooperation.

Our principal contact with women on the job is through the counselors. Extensive counseling system at Richmond. The counselors are members of the Labor Relations Department and have offices in the yards, with the exception of one counselor who is in the employment office to advise women before they enter the yards. The counselor's job is to know and understand women employees, help them with their working and personal problems, make easier the transition from normal home like to shipyard employment, assist supervisors directing the work of women .

The counselors hold the induction program for new employees. They speak briefly to them concerning attitude toward their work, their co-workers and toward their supervisors. Matters pertaining to conduct, health, clothing, observance of safety rules, and yard procedure are considered. This discussion is followed by a tour of the yard to point out the various shops and location of employee services and facilities. The final part of the induction program is dispatch to the job.

The counselor spends a considerable part of her time contacting production supervisors to assist them in the effective employment of women - is one of the most important responsibilities of the counselors. The counselors are not Dorothy Dixes, and the conception of the counseling function is, in no sense, a paternalistic one.

The counselor is constantly on the alert in her field observations to discover new ways in which women can be utilized in shipbuilding and to continue job analysis.

It is wise to assign a few older women workers to groups of younger women. Supervision is of major importance. It is not that the supervision of men and women differs so greatly, but that there is an intensification of ordinary supervisory problems with the induction of women into production. Supervisors should understand the physical limitations of women as well as the psychological differences between men and women. Women respond to supervisors who have patience to explain, to teach, to understand their problems. Older and married men are preferred as supervisors by both management and women, but there will be a need to train women as supervisors. Women will have to replace the men supervisors who leave industry; there must be an incentive supplied to the women, necessity for promotion to supervisory status will grow as employment is extended.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Robinson

TRAINING OF COLLEGE WOMEN FOR WAR-TIME EMPLOYMENT

Meeting on training of college women for war work called by Mr. Jaqua, former president of Scripps College for Women, Claremont, California, now of the Special Technical Division of the Manpower Commission, December 17, 1942.

Attending the meeting were:

Sarah South	Manpower Commission
Thelma McKelvey	" "
Mrs. Mae Thompson Evans	" "
Dean Morris of Pembrooke College	
Mrs. Chase Going Woodhouse of the Scientific Roster	
Miss Elizabeth Cosgrove, Civil Service Commission	
Miss Ann Taylor, War Department	
Miss Louise Stitt, Women's Bureau	

The purpose of the meeting was to discuss the employment needs for college trained women by industry and the government, and the possibility of women's colleges contracting with the government to train women for the occupations for which their services may be required. It was believed that from the Civil Service Commission and from the U. S. Employment Service, which has sent questionnaires to all war plants inquiring about their future labor requirements, fairly accurate information concerning the needs for college trained women could be secured. Miss Cosgrove stated that the Civil Service Commission is about to issue a new bulletin outlining specific positions which college women can fill. It will be necessary to discover whether or not government funds will be available to colleges for training women for war work. Funds are to be available to colleges training men in the Army and Navy.

Dean Morris is chairman of the subcommittee of the American Council of Education which is working on the problem of college women. The object of this committee is to inform the colleges of how they can best fit the women who are now in school for the work that needs to be done in connection with the war. The purpose of the committee is not to advise colleges on specific curricula. Each college is urged to study local and national needs and to organize and revise its program in light of the needs as found. The purpose of the committee, as Dean Morris sees it, is to arouse women's colleges to the need of accelerating classes and adjusting their content to war requirements. To this end the committee is planning to issue a series of short bulletins. One such bulletin has been issued. It is entitled "Higher Education and National Defense." Other bulletins will deal with:

1. The need for accelerating college courses and is being prepared by Dean Gildersleeve of Barnard College.

2. The work of the WAVES, WAACS, etc., and how colleges can help fit students for enlistment in these organizations.

3. Health occupations - nurse, occupational therapy, etc., ways by which collegeswomen can enter this profession and the type of training required for cadet nurses will be discussed. Alice Lloyd of the University of Michigan is preparing this bulletin.

4. Community Services: This bulletin is being prepared by Miss Blanding of Cornell University.

5. Scientific training required by industry to be prepared by Dr. Lillian Gilbreth.

6. Opportunities in the Government - will be prepared by Dr. Carey of Columbia University.

It was suggested at the meeting that an additional bulletin dealing with personnel, testing, training and business management should be prepared. It has been estimated that professional workers constitute approximately 3½ percent of the total employees of war plants.

Dean Morris said that most of the better medical schools have announced that women students will not be admitted, or at least, not encouraged to enter medical colleges for the duration of the war. The group adopted a resolution urging the Manpower Commission to take action that would result in opening training opportunities for women in medical schools in light of the shortage of doctors that doubtless will result after the war.

It was stated that most of the students in the Harvard Law School courses today are women. Few women are registering for engineering courses. This field apparently appeal to only a small number of women.

Mrs. Woodhouse said that through her work with the Roster she is finding that government offices are still reluctant to place trained women. They prefer men whenever they are available. She said that there was a great need for increased interest among women engaged in college work in the Roster and that every effort should be made to secure the registration of such women. Professional women in industry have registered in larger numbers with the Roster. The Roster is now maintaining a special file of women who have registered and who really want war positions. The Roster is very eager to work more closely with the U. S. Employment Service. Conferences have been held under the leadership of Mrs. Woodhouse in a number of communities to try to work out a cooperative program between women's organizations, the U. S. Employment Service and personnel directors of war industries, for the placement of professional women. Apparently the most successful result of these conferences is the War Information Center in Philadelphia which is a community enterprise under the direct leadership of the A. A. U. W. In New York there are two units similar to the War Information Center of Philadelphia, one is operated by Columbia University and the other by the New York Branch of the A. A. U. W.

Suite Hammond, Director of the Ohio U. S. Employment Service, is interested in establishing war information centers in connection with all employment offices in the State. Women's organizations including the A. A. U. W., the Altrusa and other service clubs are cooperating closely with this program in Ohio.

Miss McKelvey and Mr. Jaqua believe that it would be very confusing to have private organizations, such as the A. A. U. W. and Business and Professional Women, take the lead in setting up war information centers. Miss McKelvey thought that the government, probably through the employment offices, should take the initiative

in recruiting and placing professional women. The pattern that should be followed should be similar to that of Detroit's voluntary registration plan. Upon analysis of the questionaires that are returned the names of college trained or professional women would be turned over to the Scientific Roster.

Miss Taylor of the War Department said that it is the adopted policy of the War Department to increase the employment of experienced women in professional and administrative positions. She said that the Department hopes to use women in personnel, procurement, fiscal, accounting and statistical positions.

CONFERENCE ON THE TRAINING OF INDUSTRIAL WOMEN WORKERS
Manpower Commission, Bureau of Training, Dr. W. W. Charters
January 2, 1943

Persons attending:

Dr. W. W. Charters - Bureau of Training, Manpower Commission
Dr. Jaqua, Special Technical Division, Manpower Commission
Louise Stanley - Bureau of Home Economics, Department of Agriculture
Mr. C. R. Dooley) Training Within Industry
Mr. Dietz)
Miss Moore- Office of Education
Miss Lane - National Youth Administration
Helen Ringe - Manpower Commission
Marian Mel - Labor Standards
Thelma McKelwey - Manpower Commission
Miss Anderson) Women's Bureau
Louise Stitt)

Purpose of the meeting:

Dr. Charters explained that he had called the group together to discuss the problems of training women with which the Bureau of Training of the Manpower Commission could help.

Work that Needs to be Done:

As a result of the discussion Dr. Charters outlined the problem as follows:

1. Orientation of women workers to the job.

a. In training schools.

(1) Office of Education.
Miss Moore explained that in many of the bulletins and pamphlets issued by the Office of Education directions to the instructors about orientating women to the jobs are contained. Attempts are made in the schools to familiarize workers with the "smells and sounds of the factory"

Dr. Charters asked Miss Moore if it would be possible for her to assemble all of this material in one bulletin. Miss Moore agreed to do this.

(2) National Youth Administration.
Miss Lane said that her organization has worked out basic procedure for orientating young workers to their jobs.

b. In the factory.

Dr. Charters said that he thought the Manpower Commission should prepare a pamphlet containing examples of good induction policy now in operation in the various plants. These examples should explain what the plant does during the first week of employment to make the women feel at home. The North American Company, Douglas Aircraft and Todd Shipbuilding Corporations were cited as examples of plants that have done an excellent job of inducting women into the plant life.

Training within the Industry Bulletin No. 8, "Introducing the New Employee to the Job" was distributed to the persons present.

2. Training of foreman in the proper handling of women workers.

Dr. Charters stated that he thought that the Manpower Commission should prepare a pamphlet on this subject. This pamphlet should consist of examples of foreman's policy in handling women workers that have proved successful. It was also agreed that women should be trained for foreman positions.

Training within Industry Bulletin No. 7 - Increasing War Production through Employment of Women - was distributed to the group.

3. Articles to be prepared.

Dr. Charters said that he thought a series of articles should be prepared explaining how women may be successfully used in industry. The purpose would be to offset the attitude toward the employment of women that is to be found in many trade journals. Many of the articles in these journals perpetuate the assumptions that women work better under men supervisors than under women, or that women cannot be used for skilled jobs, etc. Such traditional attitudes should be refuted by factual material presented in a series of official articles. Such articles should be widely distributed to foremen and trade journals, etc.

Since the Jan. 2 meeting Miss Anderson and Mrs. Beyer called on Dr. Charters who said his division is not planning to issue bulletins relating to women.

It was also thought desirable to prepare in popular form the discriptions of the unusual jobs that women are successfully filling. Miss Ringly said that Mr. Shartle had a great deal of interesting information concerning such jobs.

During the discussion Mr. Dooley and Mr. Diatz explained that their organization does not attempt to touch on employers' or solutions of specific problems. They give instructions as to methods of solving problems and leave to employers the job of applying these methods to individual personnel and training problems as they arise in their plants. The Training Within Industry Section has been giving training in job relations. Supervisors are

brought together and the case method is used in the discussion. Each supervisor outlines a particular problem which he has had in handling some worker or group of workers and together the group discusses the proper method of handling such a case. From this discussion they try to work out methods. The solution recommended is applied and follow-up work is done to see whether or not the solution has been successful. Training In Industry has prepared small cards for supervisors and foremen entitled "How to Instruct."

It was explained that the list of occupations approved by the State Administrative Council for which Federal funds may be used for vocational training is today very elastic. At the present time local officers may authorize training for any occupation which investigation has shown there is a local need for women.

The reluctance of women to enter vocational training classes because they are not paid while in training has been largely overcome through the policy of employers placing trainees on their payrolls at the outset of the training period. When the training has been completed, these workers immediately take positions in the plants that have paid their wages during the apprenticeship period.

Miss McKelvey stated that many war department contracts with primary contractors contain special clauses concerning the employment of women.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

WOMEN WORK FOR VICTORY

A TALK BY MARY ANDERSON, DIRECTOR, WOMEN'S BUREAU
U. S. Department of Labor
at the
Victory Conference on Women in Industry Sponsored
by the Chicago Industrial Union Council, (CIO),
Hamilton Hotel, Chicago, Sunday, February 14, 1943
Morning Session

I am doubly happy to be with you on this occasion. I always feel as though I were coming home whenever I return to Chicago. And I am glad to meet with you today -- to highlight women's victories on the labor front -- victories already gained -- victories still to be won.

We know that winning the war depends on soldiers on production lines as well as soldiers on battle fields. American workers have been given a man-sized job to do. Now after more than a year we know that this stupendous task is being done. We can all be proud of the great volumes of war materials rolling daily from our assembly lines to the war fronts in all parts of the globe.

We know that munitions making has turned out to be quite a woman-sized job, too. And we can rejoice that our women, no less today than in the time of the Pilgrim Fathers and the American Revolution -- in the years of the covered wagon and the first World War -- work and win side by side with their brothers.

You may ask me as so many people do: How many women are now doing war work? I might give you the estimate -- now generally cited -- of four million women in war employment. But I prefer to give a different version -- a broader concept of war work. I believe that almost all our 15 million employed women today are doing jobs essential for the war effort.

Of course, many women are definitely engaged in war production -- at work on ships, planes, jeeps -- gass masks, parachutes, rubber rafts -- bullets, shells, bombs -- rifles, guns, cannons. Many women are making such military equipment as uniforms, shoes, canned goods, electrical products, paper supplies, and countless other articles, without which our armed forces couldn't function very well.

Women helping to build Flying Fortresses and Liberty ships make newspaper headlines and picture section. But producing shirts, shoe laces, and mess kits for out troops is also essential work. You remember the old story that traces the loss of a battle to the missing nail in the shoe of the horse of the General.

Many of you may be making curious bits of pieces -- vital parts for war weapons and instruments. This work might seem more monotonous than exciting until you realize just where it fits into the whole effort. I recently heard how the workers in one plant were inspired to greater production -- after seeing a tank run through their plant one day -- I think it was a General Sherman tank -- on which the little part -- they were making in that particular plant -- had been painted red.

In these days of acute shortages of male labor in so many areas, we see increasing numbers of women taking the place of men -- not only in war plants -- but as bus drivers, airport mechanics, railroad employees, farm workers, and so on. I want to give honorable mention also to the women on the industrial front who are faithfully doing the work they have always done -- work that must still be done -- making essential civilian goods -- rendering necessary services in Chicago, Washington -- in every city and community. These women are helping to keep the population of a Nation at war, -- fed, clothed, and supplied with essentials. These women in factories, stores, offices, telephone exchanges, restaurants, schools are also good soldiers doing their bit.

Altogether, I am glad to see women take the center of the stage today with the spotlight thrown on their victories. Their position is illustrated by

a story I recently heard: Johnny came home from school and told his father he was second in the class. Top place was held by a girl. "Why, Johnny," said the father, "Aren't you ashamed to be beaten by a mere girl?" "But, Dad," replied Johnny, "Girls are not nearly so mere as they used to be."

Women workers are not so mere as they used to be. They have become an important part of both the labor force, and the labor movement. Our first year of war has worked miracles in the status of women as indispensable labor. During our so-called defense period -- from Dunkirk to Pearl Harbor -- in many munition plants the Women's Bureau found strong opposition to women. The attitude of women then and now might be compared to that of Sam, a Negro lad, who was faced with the difficulty of filling out his Selective Service questionnaire. He wrestled with it for a long time, unable to make heads or tails out of it. In despair he finally scribbled across the sheet, "I is ready, when you is ready." After we got into the war many manufacturers of arms realized they would have to be ready to employ women.---And women were more than ready. They were eager to do war jobs.

Our recent investigations disclose interesting developments in plants which had a thumbs-down policy toward women before the war -- even though the Women's Bureau occupational analyses then showed many of the jobs to be suitable for women.

Take the aircraft industry, for example. In the spring of 1941 we found women were not wanted for productive work. A week before the war about 4,000 women were so employed, chiefly in the fabric department. Now there are about 150,000 women in a wide variety of operations, helping to turn out all types of planes from the Dauntless to the Liberator. And many additional women do office work in these plants. More than one aircraft factory reports over 10,000 women on the payroll. By the end of this year it is expected that women will outnumber men in the airplane industry. Many women in the Chicago area are helping to produce aircraft engine parts, and more women will be needed, I understand.

Despite all we hear about the great influx of women into war production they are still in the minority -- though gaining ground steadily. Recent statistics for the major war industries showed the small arms ammunition and electrical machinery industries to have the largest proportions of women -- a little over two-fifths of the force in scientific and technical instrument manufacture were women, and almost a third in aircraft assembly plants. Women constituted over a fourth in the artillary ammunition industry and a little less than a fourth in the making of fire-arms. Other types of war manufactures had much small percentages.

Last summer women got their first foothold since the last war, in the machine tool industry. A new machine-tool shop in Chicago is making a specialty of women as workers -- and is gearing the plant equipment to enable women to fit more efficiently into jobs.

Even the steel industry is turning to women for some of the operations formerly done only by men. From the Calumet area come reports of growing numbers of women being hired in the steel mills there, though the proportion is yet very small. Some women are at work in the maintenance shops as operators of lathes, drills, gear cutters, etc. -- as welders and electrical workers. Other women are employed as core makers -- crane operators -- inspectors -- chemists -- factory clerks. As to the highly masculine domain of shipbuilding, the yards on all coasts have dropped barriers and are taking on women for many types of work. The Government's Navy Yards led the way, one starting to hire women some months ago -- for the first time in its 141 years of existence.

Women have proved in an incredibly short time their adaptability and skill in war production. They have been able to maintain -- and sometimes surpass -- production records. Their success in almost every kind of work has amazed men -- both labor and management -- men formerly skeptical of feminine employees in masculine fields.

I am glad to report that trade-union resistance by men in some industries regarded as men's special province has by now almost wholly given way. It is heartening to us all to know that women have gained a much stronger foothold in the ranks of organized labor everywhere in the country.

As director of the Women's Bureau for more than a score of years, I have worked to promote the welfare and advancement of women wage earners. For longer years I have been a member of the labor movement. I joined first when I was an operator in a Chicago shoe factory. And I have held my union card ever since.

I have always realized labor's important stake in the development of democracy in industry and democracy in Government. We might say the starting point for this whole program is -- democracy in the trade union. Our meeting today is sponsored by organizations whose doors are open to all, regardless of sex, race, creed, or national origin -- unions which welcome women members as cordially as men.

Today about 3 million women are found in the ranks of organized labor in this country. The total is impressive, but it is also suggestive of a greater victory to be won. Many of the women coming into industry for the first time have not identified themselves with organized labor.

Many of these new recruits haven't yet come to realize the value of trade unions. This is not strange in view of their varied backgrounds. For example, a cross section of the women in a large aircraft engine plant in the East showed their previous occupations were as follows: Hotel housekeeper-- housewife-- stenographer -- salesgirl -- saxophone player -- blues singer -- cashier -- candy-store clerk -- garment and jewelry factory workers -- beauty operator-- debutante -- waitress -- schoolteacher -- college graduates -- commercial artist -- and so on. You could probably match this list in any of your big war plants.

The job of getting people from such widely different walks of life, to become interested in the union is another man-sized and woman-sized job -- in

this emergency. But it is a necessary job to be done. Some of these new women workers may believe they will be in industry for only a short time. --On the contrary they may remain for years. Or some of the newcomers may think they do not need the help of unions. They can and will be led to see that in our present system of mass production -- with thousands of workers in a single plant -- individual workers can not solve their problems or settle their grievances for themselves. They will learn that collective bargaining is a time-saver for labor and managament - a shortcut for settling justly, at one time -- problems affecting many workers. New employees will learn that such methods help to prevent unfair practices and to promote better industrial relations.

But an even broader visibn must be given to women as new workers. They can be brought to a realization of the importance of unions to our economic and social order. Unions are one of the most stabilizing forces in the couhtry. The trade union movement is based on sound economic policies. And for the purpose of winning the war, unions are one of our important cornerstones. I don't need to remind organized labor of such facts. But a lot of people don't know these truths, because they read so many false statements about unions.

There is much interpretation to be done these days not only for prospective members but also for new members. Women gifted in the art of diplomacy can help fuse a fraternal spirit between men and women as co-workers and co-unionists. Women can help in the blending of older members, experienced in union techniques, with the new recruits having enthusiasm and a fresh approach.

The Women's Bureau ever since its creation in World War I has advocated that women <u>share</u>, through collective bargaining in control of their employment <u>conditions</u>. Perhaps the most fundamental question is that of fair wages. The Women's Bureau has always urged that wages should be based on occupation, and not on sex or race. And many other voices have joined in the chorus calling for women to be paid the

same rates as men. Despite all efforts -- too little progress has been made in eliminating the double wage standard -- one set of rates for men and a lower set for women.

At no time should we tolerate in this country such a policy -- and certainly not in the present critical period. Unfair pay differentials undermine the wage structures. In our fight for democracy we can not permit such an undemocratic -- unsound -- procedure as underpayment of women who take the place on production lines of men recruited for combat service. Women in the labor forces are less likely to exhibit the necessary morale when discriminated against in wage-cutting. It is also important to the morale of the men on the jobs and particularly the men leaving for the front to be confident that wage structures will not be broken down.

In our Women's Bureau investigations we find far too many cases of pay discrimination against women. But we also find encouraging trends. A number of the war contractors in the different industries pay women the same rates as men. This policy has been generally adopted by aircraft managements.

You know that some of the unions have made highly successful drives in this direction. The United Electrical Workers are certainly to be congratulated. I understand that in most of the 810 plants under contract with the U. S. , women workers get equal pay. The United Automobile Workers, the United Rubber Workers, and other industrial unions can be proud of their substantial gains too on the equal-pay front. We can also point to similar victories among the craft unions -- the International Association of Machinists, for example.

Many of you are aware of the National War Labor Board's recent action on equal pay. In several decisions it has included the principle that women be paid the same wage rates as men. In its General Order No. 16, issued the last of November, the Board stipulated that the wages or salaries of women could be equalized with those of men without prior approval by the Board.

I believe organized women deserve the lion's share of credit for these victories.

Women trade unionists finding they were being paid less than men for the same jobs in certain plants appealed to the Women's Bureau for assistance in working up their case. Our staff members have helped to make careful rate and job analyses and to prepare briefs to be submitted to the War Labor Board.

Though the Board has now established the precedent much effort by organized workers is necessary to translate this principle into a universal practice -- that will carry over into the post-war period.

I realize some of the pitfalls you may encounter. Some employers in replacing men with women argue that this move often involves job changes and additional costs-- where heavy lifting has to be done by move men or mechanical devices. On the contrary labor costs may be reduced by such measures. They are used in some plants to increase the efficiency of men operators -- so that they can devote all their time to skilled work.

Then it is not always easy to induce all women in a plant to cooperate in equal-wage efforts. Women migrating from low-paying industries to war plants with higher rates often need to be educated as to the economic and social value of ironing out wage injustices.

The equal-pay standard is one of the fundamentals on which to base production drives -- and it should be sponsored by all labor-management committees. Though there are such committees now in over 2000 war plants, some are not functioning so effectively as others. And many plants have not yet set up this type of machinery.

Of the various other problems pertaining to women workers which call for the cooperative attention of labor and management, I can touch briefly on only a few. The questi n of hours is of prime importance. The maxium 8-hour day and 48-hour week- one day of rest in seven -- a meal period of at least 30 minutes in a work shift -- these are standards recommended to war plants by eight Government agencies as the <u>best</u> for both men and women and leading to the highest output when employees must

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work under pressure over a long period. In addition the Women's Bureau advocates brief rest periods for women. These standards prevent labor wastage in a period of labor shortage. They lessen fatigue, conserve health, promote safety, bolster morale, and speed up production.

Industrial hazards loom large at this time when production must be so greatly expanded and speeded up-- when many new employees -- including large numbers of women -- are at work on unusual processes, or new substances. The union in a plant can help considerably to promote the safety program.

It is appalling to learn from the National Safety Council how war production was cut last year by that internal enemy now known as the 7th column. I refer to carelessness leading to accidents to workers both on and off the job. In the first year of the war such accidants caused the death of over 46,000 workers and injuries to four million. In the same period announced casualties to our armed forces totaled less than 60,000.

This the 7th column deprived the Nation of the equivalent of more than one and a half million workers for a full year. Such manpower had it not been wasted, could have built 10 battleships - 50 destroyers - 10,000 heavy bombers - 20,000 fighter planes - and 50,000 light tanks. Think what such lost efforts mean in these critical times.

One way women can aid in defeating the 7th column is by wearing the right kind of work clothing. I'll start at the top. Wear safety caps when the job requires it, and tuck your hair fully under the cap - this is our advice to machine operators. They may be seriously injured by having their curls, or loose ends of a bandanna catch in the machine. The formula for a safe cap calls for height to warn you if your head gets too near the machine - stiffness to prevent the material from getting caught in moving parts - a generous head size to permit the cap to be thrown off if it strikes the machine.

As to the types of clothing to be worn, the Women's Bureau has prepared a

report on the subject. Some of the "do's" are: That garments should be safe, suitable, comfortable and durable. Some of the "don'ts" are: Wearing jewelry, open toed shoes, and run-down heels.

Unions need definitely to rally their forces against another internal foe that curtails output. We might call this one the 8th column, though you will recognize it better by the term, "absenteeism." Seemingly harmless to individuals indulging in it, unnecessary leave has become an acute problem in many war plants. Absenteeism is much greater during wartime, and certainly causes more harm, than in peacetime.

Chairman Donald Nelson of the War Production Board recently declared that absenteeism is one of the principal obstacles to the kind of production-effort needed to support our boys on the firing line.

Absenteeism caused an estimated loss of 750 million mandays last year. One management reports that it could turn out 36 more bombers every month were it not for manhours lost on account of absent workers. Another aircraft factory reported 9 out of every 100 workers as staying away from their jobs every day. A big corporation having many war contracts finds that employees' absence from the job causes an average of 45,000 mandays lost every week.

In some plants unions through special committees are earnestly fighting this foe- by getting employees to sign pledge cards not to take unexcused leave-, by interviewing workers who stay off frequently. One organization found only 25 percent of the employees were responsible for all unnecessary leave. And these were the younger workers with the least service.

In another plant much absenteeism was found among young people on the swing shift, from 4 p.m. to midnight. It was discovered that they stayed off to indulge in normal recreation. The problem was solved by getting the local Y.M.C.A. to arrange for dances, movies, and bowling at 1 a.m.

Where women take leave to shop for the family - to attend to household

duties - or to care for children - community facilities could be set up to relieve the situation. For example, communal kitchens could prepare meals for employed housewives to take home - thus conserving their time and energy and preserving the family custom of eating at home. As to day care of children of mothers who must work considerable effort is being made to solve this problem.

The Women's Bureau has prepared a series of reports on the relation of working and living conditions to the effective employment of women. These are available on request. And we are glad to discuss such questions with all who turn to us for assistance.

Women as individual workers and as trade unionists have a tremendous responsibility to this great battle of production. The average woman may not be inventive or ingenious about making suggestions worthy of special plant awards. There may not be many women like the housewife who after 10 months as an aircraft precision inspector - invented a gadget that will save in one year in her plant 18,000 manhours and $75,000. But the average woman by keeping herself fit and doing her job well-palys a vital role- comparable to the little part painted red on the General Sherman tank to which I referred.

To women workers the year 1943 brings the greatest challenge they have faced in the Nation's history. This year's blue prints for war call for several million more men in the armed forces - and double the 1942 quotas of war material. At least three million more women must be recruited for essential war and civilian jobs. Already in 32 areas the labor shortage is acute. Chicago is not one of these, but employers in this locality have indicated that they will hire an increasing number of women production workers.

Will women here as elsewhere step into the breaches? - I firmly believe they will. Thousands of women throughout the country - many in this community - are trying to prepare themselves to be ready when the call comes. They are taking advantage of the training classes in the vocational schools and of the special technical courses given in the higher educational institutions such as the

Illinois Institute

of Technology.

To achieve speedy victories on the labor fronts and the battle fronts we need the unified and highminded efforts of men and women - the cooperation of labor, management and Government. Waste, selfishness, prejudice can have no place in our fight for greater democracy and freedom. As patriotic Americans we can not afford to tolerate unfair practices: Hoarding- profiteering - black markets - wildcat strikes - unjust discrimination against any types of labor.

Even as we strive to win the war we must do more. We must look to the winning of the peace. In planning for the post-war period, essential gains for women on the labor front must not be allowed to slip out of hand. Some of these victories have been achieved after long years of struggle.

One question I am frequently asked is: At the close of the war what is to become of all the many women who have been added to the labor force? Many will automatically withdraw to their home jobs. But - as a result of the war - the wage-earning responsigilitiyes of women will be increased - many will be forced to the place as breadwinners of men who do not return or who come back maimed from their combat services. And I do not need to remind you that at all times in this country millions of women must earn a living - and many support dependants as well;

Because of so many uncertain factors we do not yet know what our industrial and occupational patterns will be after the war. But we can even now begin to shape our policies and our plans in accordance with President Roosevelt's Four Freedoms and the Atlantic charter. We can begin to formulate a peace program based on justice tp all - both men and women throughout the world and within our own country. We just guarantee to all our citizens - freedom from fear and freedom from want. We must guarantee opportunity for employment under fair conditions to all men and women having such a natural want.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Appendix M

REPORT OF CONFERENCE ON WOMEN IN WAR INDUSTRIES

April 1943

PERSONS INVITED TO AND THOSE ATTENDING THE CONFERENCE ON WOMEN IN WAR INDUSTRIES, MARCH 11 and 12, 1943

Asterisk indicates those persons who attended the Conference.

STATE DEPARTMENTS

CONNECTICUT		Mr. Cornelius J. Danaher, Commissioner Department of Labor and Factory Inspection.
		Mr. John C. Ready, Deputy Commissioner Department of Labor and Factory Inspection.
		Mrs. Christine G. Beech, Director Minimum Wage Division Department of Labor and Factory Inspection.
DELAWARE	*	Mr. James M. Reese, Chairman Labor Commission.
		Miss Marguerite Postles, Secretary Labor Commission.
DISTRICT OF COLUMBIA	*	Mrs. Sarah Pratt Atwood, Chairman Minimum Wage and Industrial Safety Board.
	*	Miss Elizabeth Champe, Secretary Minimum Wage and Industrial Safety Board.
MAINE	*	Mr. Jesse W. Taylor, Commissioner Department of Labor and Industry.
MARYLAND	*	Mr. John M. Pohlhaus, Commissioner Office of Commissioner of Labor and Statistics.
	*	Mr. William D. Bloom, Chief Industrial Inspector Office of Commissioner of Labor and Statistics.
MASSACHUSETTS		Mr. James T. Moriarty, Commissioner Department of Labor and Industries.
	*	Mrs. Hattie H. Smith, Assistant Commissioner Department of Labor and Industries.
		Mr. William F. Wellen, Director Division of Industrial Safety Department of Labor and Industries.
MICHIGAN	*	Mr. John W. Gibson, Commissioner Department of Labor and Industry.
NEW HAMPSHIRE	*	Mr. John S. B. Davis, Commissioner Bureau of Labor.

NEW JERSEY

Mr. John J. Toohey, Jr., Commissioner
Department of Labor.

Mr. Edward J. Flynn, Supervisor
Division of Minimum Wage
Department of Labor.

* Mr. John E. Greer, Supervisor
Child Labor Division and Women's Hours
Department of Labor.

Mr. C. George Krueger, Acting Chief
Bureau of Electrical and Mechanical Equipment
Department of Labor.

NEW YORK

Mr. Michael J. Murphy, Acting Industrial Commissioner
Department of Labor.

* Mr. Godfrey P. Schmidt, Deputy Industrial Commissioner
Department of Labor.

* Mr. N. H. Hertzberger, Acting Director
Division of Inspection
Department of Labor.

* Miss Kate Papert, Director
Division of Women in Industry and Minimum Wage
Department of Labor.

Mrs. Emily Marconnier, Assistant to Miss Papert
Division of Women in Industry and Minimum Wage
Department of Labor.

OHIO

* Mr. George A. Strain, Director
Department of Industrial Relations.

Mr. Ralph H. Shellhouse, Chief
Division of Factory and Building Inspection
Department of Industrial Relations.

Mr. Henry Schmidt, Superintendent
Division of Minimum Wage
Department of Industrial Relations.

PENNSYLVANIA

Mr. William M. Chestnut, Secretary
Department of Labor and Industry.

* Mr. Frank K. Boal, Deputy Secretary
Department of Labor and Industry.

* Mrs. Mary Rice Morrow, Director
Bureau of Women and Children and Hours and Minimum Wages
Department of Labor and Industry.

RHODE ISLAND

* Mr. William L. Connolly, Director of Labor
Department of Labor.

* Mrs. Margaret F. Ackroyd, Chief
Division of Women and Children
Department of Labor.

VERMONT

Mr. Howard E. Armstrong, Commissioner
Department of Industrial Relations.

UNITED STATES DEPARTMENT OF LABOR

* The Secretary of Labor.
Mr. Daniel W. Tracy, Assistant Secretary of Labor.
Mr. R. T. Amis, Special Assistant to the Secretary.
* Miss Mary LaDame, Special Assistant to the Secretary.
* Miss Frances Jurkowitz, Administrative Assistant to the Secretary.
Mr. James E. Dodson, Chief Clerk.
Mr. James V. Fitzgerald, Director of Information.

Children's Bureau

* Miss Katherine F. Lenroot, Chief.
* Miss Beatrice McConnell, Director of Industrial Division.
Mrs. Hazel Frederickson.

Conciliation Service

Dr. John R. Steelman, Director.
* Mr. Charles T. Estes, Special Assistant and Liaison Commissioner of Conciliation.

Division of Labor Standards

* Mr. Verne A. Zimmer, Director.
* Mrs. Clara M. Beyer, Assistant Director.
* Mr. John J. Branner, Principal Liaison Office.
* Miss Ruth Scandrett, Federal-State Coordination.
* Miss L. Buchanan, Economist.
* Miss L. Erskine, Assistant Industrial Hygienist Eng.
* Miss Marian L. Mel, Industrial Economist.
* Mr. Roland P. Blake.

Bureau of Labor Statistics

* Mr. Isador Lubin, Commissioner.
* Mr. Albert F. Hinrichs, Acting Commissioner.
* Donald E. Davenport, Chief Employment and Occupational Outlook Branch.
* Mr. Max D. Kossoris, Industrial Injury Statistics Division.
* Mr. R. F. Kohler, Industrial Injuries Division.

Library

* Miss Laura A. Thompson, Librarian.

Solicitor's Office

Mr. Irving J. Levy, Associate Solicitor.
Mr. James King.
* Mr. Peter Seitz.

Wage and Hour and Public Contracts Divisions	* Mr. L. Metcalfe Walling, Administrator. * Mr. William R. McComb, Deputy Administrator.
Women's Bureau	* Miss Mary Anderson, Director. * Miss Bertha M. Nienburg, Assistant Director. * Miss Louise Stitt, Chief, Division of Minimum Wage and Labor Legislation. * Miss Ethel Ericsson, Industrial Supervisor. * Miss Caroline Manning, Industrial Supervisor. * Miss Elisabeth Christman, Field Representative. * Mrs. Margaret Mettert, Associate Economic Analyst. * Miss Alice Angas, Associate Economic Analyst. * Miss Mary Elizabeth Pidgeon, Chief, Division of Research. * Miss Isadore Soring, Chief, Division of Statistics. * Miss Elizabeth A. Hyde, Chief, Editorial Division. * Miss Mary V. Robinson, Chief, Division of Public Information.
Great Britain	* Mr. A. McD. Gordon, Labor Attache, British Embassy.

OTHER AGENCIES AND ORGANIZATIONS

Justice Department	* Mrs. Nadine Lane Gallagher, War Policies Section.
Maritime Commission	* Mr. Dan Rine, Director, Division of Shipyard Labor Relations. * Mr. John Roche. * Mr. E. J. Tracy.
Navy Department	* Rear Admiral C. W. Fisher. * Captain Morton L. Ring. * Commander R. L. Mitten.
War Department	* Col. Albert J. Browning, Office of Services of Supply. Miss Ellen Davies, Services of Supply, Industrial Personnel Division. Col. Irving A. Duffy, Office of the Chief of Ordnance. * Mr. Wilfred C. Leland, Jr., Labor Standards Section, Industrial Personnel Division. Col. Paul P. Logan, Assistant Chief of Subsistence Branch, Office of the Quartermaster General. * Mrs. Carolyn L. McGowan, Chief, Employee Adjustment Section, Civilian Personnel Division, Office of the Secretary of War. Mr. J. T. Mitchell, Chief, Industrial Personnel Division.

War Department (cont'd)	*	Captain Daniel E. Moran, Office of Services of Supply.
		Mr. Jack Ohly, Attorney, Labor Relations Division, Office of the Under Secretary of War.
	*	Col. John E. O'Gara, Chief, Labor Branch, Industrial Personnel Division.
	*	Miss Laura Smith, Services of Supply, Industrial Personnel Division.
	*	Major S. E. Sufrin, Chief, Labor Standards Section, Industrial Personnel Division.
	*	Captain Thomas J. Sullivan, Army Air Corps, Labor Relations Office. (Detroit, Mich.)
		Col. W. F. Volandt, Assistant Chief of Staff, Headquarters of the Materiel Command.
	*	Lt. Col. Henry Walker, Office of Quartermaster General.
	*	Miss Emma L. Ward, Safety and Health Analyst, Training Section.
	*	Major Henry B. Wilson, Jr., Ordnance Department, Office of Chief of Ordnance.
Office of Defense Transportation		Miss Dorothy Sells, Chief, Personnel Supply Section, Division of Transport Personnel.
	*	Miss Cornelia Edge, Assistant Chief, Personnel Supply Section.
		Miss Pearl Church, Employment Analyst.
Office of Price Administration	*	Miss Miriam Zeony, Research Division.
Office of War Information	*	Miss Rose Greenwald Lewid, Information Specialist.
War Manpower Commission		Mr. Fowler Harper, Deputy Chairman.
	*	Miss Charlotte Carr, Assistant to the Deputy Chairman.
		Miss Margaret A. Hickey, Chairman, Women's Advisory Committee.
War Production Board		Mr. Ralph J. Cordiner, Vice Chairman.
	*	Mr. Joseph Korner, Attorney.
		Mr. Wendell Lund, Director, Labor Production Division.
	*	Mr. David Saposs.
	*	Mrs. Dorothy K. Roosevelt, Labor Production Div. Regional Office 11 (Detroit, Mich.)

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U. S. Department of Labor
Women's Bureau
Washington

REPORT OF CONFERENCE ON WOMEN IN WAR INDUSTRIES
Washington, D. C., March 11-12, 1943

March 11, Morning Session

Employment Outlook for Women Workers
and
Jobs Women Can Safely and Efficiently Fill

Secretary of Labor, Presiding: Employment Outlook for Women Workers

The Secretary. I want first to tell you how gratified we are that so many of you from the States, where you have problems having to do with the entrance of women into industry and their training, have found it possible to come here today. We should face the problems honestly and quickly and then devise the techniques for solving them. Let us look at the hurdle but not groan; let us prepare by our joint activity ways to get over this hurdle.

If it has been difficult to maintain a steady attendance among women workers; let's not hide that fact. You are practical people who work with industry all the time, and are particularly familiar with the problems of women workers. If their absentee rate is high, let us admit it, search for the causes, and devise methods of overcoming that absenteeism. Many things can be done. One of these is to share with one another our knowledge of some of the things which already have been done to attract women into industry, to train women for industry, to adapt them to industrial life, and at the same time to help overcome their tendency to minor illness, fatigue, and irregularity of attendance. Let us try to help them as individuals, and also help to improve the conditions which lead to illness and to minor fatigue.

You have heard in the last few months much about certain industrial accidents which women have suffered. A large proportion of women's accidents are in the slip, fall, and stumble categories. The safety suits which we saw in the other room all had with them shoes devised particularly to help women prevent these slip, fall, and stumble accidents. Perhaps this type of accident looms largest among women because they are not in general employed in the heavy industries and on the heavy work where the great majority of the more serious accidents to which men are exposed occur. Foremen everywhere tell us, however, that one of the offsets to this tendency to minor accidents which women have is that they do what they are taught

to do, not only because they are shrinking females but because they are new in the industry and don't believe that they know everything about it. They therefore will do what the foreman tells them to do and if he tells them to put their finger there, they put their finger there. They are not so inclined as are men to experiment with new and "better" ways of doing the same job. For that reason they have a natural protection against the type of machine accidents that is so devastating to men.

You have heard for many months the question, "How many women workers are we going to need in the next 12 months?" It might not do us any harm to review the problem and see what it is. From the beginning of the National defense period, which was in the late spring of 1940, down to the fall of 1942, the main source of our new labor supply in the United States was a large pool of unemployed workers. In the spring of 1940 it was estimated that there were a little more than 8,500,000 unemployed men and women, a very sizable pool.

At the present time there are less than 1,500,000 unemployed. It is probable that of that number only a few are really available for industrial work. The reduction in the numbers of the unemployed workers, you must remember, was more than the total increase in the size of the armed forces. Accordingly, there has been a tremendous absorption of the unemployed into our industrial life. But even during this period, from the spring of 1940 to the autumn of 1942, we were dependent upon an increase in the number of women in the labor force for our success in expanding industrial employment.

Nonagricultural employment expanded from about 36,000,000 in the late spring of 1940 to more than 42,000,000 by the fall of 1942. Male employment increased by barely 10 percent, because such a high proportion of the males had been drawn off into the armed forces at that time. So while the employment of males in that period increased by 10 percent, the employment of females increased by 33 1/3 percent. Between December 1940 and December 1942 there was an increase of 3,000,000 women workers in our civilian labor force. Women constituted less than a quarter of our civilian force in December 1940 and nearly a third of our labor force in December 1942. It is apparent that the character of our labor force already has changed, and in this period we have learned a great deal about the effective use of women workers.

The number of women entering the labor force normally increases from year to year in our industrial history. Due to the growth of population and the coming of working age of our young people, we expect in peacetime an increase of about 300,000 women a year in the labor force. The total increase of women in the labor force from December 1940 to December 1941 was about 1,300,000; that is, one million more women entered the labor force in that year than ordinarily would have entered in peacetime. From December 1941 to December 1942 the total increase was 1,700,000, which is 1,400,000 more than the ordinarily anticipated increase.

The increase in the number of women engaged in the war industries has been especially striking. Reports to the Department indicate that there has been an increase of about 20 percent in the number of women wage earners engaged in the manufacturing industries. The increase in the number of women employed in the durable-goods industries, which are the heavy war industries, amounted to 90 percent, so there has been a very large increase in that particular class of heavy industries. About 250,000 of these women workers, or a quarter of the number employed in the durable-goods industries, were in the establishments engaged in the manufacture of airplanes, ships, and tanks. So a change in the employment habits of those three heavy industries has taken place.

During 1943 we must look forward to an accentuation of all of these trends with perhaps one notable difference. The number of persons unemployed now has been reduced to minimum dimensions. We shall not be able to draw any considerable number of people from the pool of the unemployed to fill the labor-force needs of 1943, and at the same time we must replace males drawn into the armed forces in increasing numbers. The employment needs for 1943 can be pretty easily summarized.

There will be a large expansion of employment in the munitions industries and in establishments engaged in the manufacture of airplanes. There will be some further expansion in the war agencies of the Government, especially in the civilian establishments of the War and Navy Departments. There will be a slight expansion of employment in the fields of transportation and public utilities. These increases in civilian employment will be balanced by decreases in employment.

The largest decrease anticipated will be in the field of construction, where not many women work, and where considerable numbers of men over military age do work. That group will be very largely drawn on to replace persons in what are now known as mechanical lines. Mechanics in the building-trades industries have natural mechanical aptitudes and some training, and many of them a good deal of skill. Therefore they are very easily trained for any of the machine operations or mechanical work necessary. That group will provide a very large addition to the skilled male labor forces.

Some decreases are to be expected also in the manufacturing industries, particularly where there are shortages of raw materials. Many of you recognize that these shortages are being artificially created by putting priorities on those materials which go into war goods, thus shrinking the supply available for the manufacture of civilian goods made of those same materials. There will be some reduction in employment in that type of enterprise. Further significant decreases in employment will occur in what is known as trade and in various forms of self-employment. The semiprofessional type of activity will be shrunk more and more, and it is anticipated that large numbers of people from this field will go into the war industries and into civilian departments of the Army and Navy and other Government agencies where they will be needed to replace younger men drawn into the armed forces.

Also there probably will be a shrinkage in casual labor and domestic service, because persons doing that kind of work are needed for other sorts of employment. And it is probable that employment in the service industries will decrease slightly. These declines of employment are almost inevitable. Whether or not it will be necessary to curtail civilian employment further will depend almost entirely upon the success we have in recruiting and training a sufficient number of new workers to offset the anticipated increase of nearly 4,000,000 people in the armed forces. There are still a small number of males who can be drawn into both the labor force and the armed forces. Under the 18-year-old draft we shall draw a number of students, as you know, for the military forces. There is also a small margin of older male workers who can be drawn into the labor force or kept from retiring when they reach a normal retirement age. But in spite of all this, at least 2,750,000 of the new workers must be women.

That seems to be the dead level we must expect from the 1943 recruitment of workers for industry; 2,750,000 women to step forward and say that they will undertake some kind of industrial employment.

You notice this increase in the number of women in the labor force is at least 1,000,000 greater than was the increase achieved in 1942. So we must not only duplicate what we did last year in recruiting and training women, but we must add 1,000,000 more to those who were recruited and trained. I think myself it is going to be easier to get the necessary women the second year than it was the first year. Because Sally is already working in the airplane factory, it is not so difficult for Jenny and Mary to overcome their shyness and go in too.

Also, training techniques have been established. It is not now so hard for a girl who never did industrial work to get started in a factory, because there is now a place where she can get her preliminary training. There are vestibule schools, there are organized personnel offices in the great factories with women interviewers who are attempting to adapt and adjust the jobs to the women they hire. In other words, that plowing of the first furrows already has been done. Industry is better prepared to receive women, just as we are better prepared to recruit women, than we were two years ago or even a year ago.

Also the increase in the number of men in the armed forces has brought to the women of a large number of families the desire to help provide the supplies for the armed troops. The number of the women drawn into industry annually in peacetimes from among the so-called homemakers is only 300,000. We must look forward to stepping up the figure to at least 2,000,000 and possibly 2,500,000 in 1943.

It is probable that at least a quarter of a million, and perhaps half a million, of the new women who must come into industry this year will be girls who will leave school and college. That is a large number to come from this source, but the fact ought to be faced. In the event of a true National emergency an even larger number of workers may have to be

recruited from girls and boys who are now in school. But to do that would very seriously affect the future supply of skilled workers and the supply of people who are competent to take supervisory jobs, both in the armed forces and in the civilian industrial forces.

Because job opportunities are concentrated in urban areas, the bulk of additions to the labor force must come from homemakers who reside in the nonfarm areas. There is no reason why the farm girls could not do industrial work, but there is no place for them to live, as you know, in these great urban centers. So crowded has housing become that it is desirable to recruit women from those who live in the community where the work is to be done. To comfort ourselves, however, we must realize that nearly 12,000,000 women are classified as homemakers, having no other occupation, and without children under 16 years of age, and who reside in the nonfarm area, that is, in cities and towns or on the outskirts of industrial areas. The majority of these women are under 45 years of age. In this conference, however, I think we ought to say that the popular prejudice among industrialists against women over 45 should be removed.

One of the things which the Army and Navy personnel have testified to is that in the arsenals and other Government establishments where women work, following Miss Anderson's solid advice of a year ago, a specialty is made of employing women over 40 and 45. These sensible, practical older people are not absent, nor tardy, and are strong and vigorous and able to do the work they have undertaken to do. So the industrial prejudice against persons over 45 we ought to be able to remove.

On the basis of overall statistics I suppose we have to take into account also 10,000,000 women in the nonfarm areas who have children under 16. Some of those are available for work and will want to be, but their employment will depend entirely upon the development of proper day care both for nursery-age and for school-age children. Now I myself am not one of those who think there is any possibility of greatly increasing the labor supply by putting a large number of young women with young children to work in factories and hiring other women to take care of their children. I don't believe there is any great saving of manpower, except in a few cases where women possess exceptional skills. I don't believe that in the long run children get so good a training and health development as when their own mothers take care of them.

If we meet the program which I have been outlining, over 35 percent of the women in the United States 16 years of age and over will be in the labor force. We say "will be." We mean we expect them to be. When we get the number down to a definite figure like that, and can say that in every urban community where there is a shortage of manpower every woman in this community 16 years and over ought to examine her conscience to see if she is not among the third who ought to be working in industry, I believe we can expect the women to respond.

In England about 40 percent of the women over 14 are already in the labor market. There is a higher percentage in England by virtue of the fact that the majority of children 14 years of age and over are in the labor force rather than in school.

I should mislead you, however, if I gave the impression that the job can be done easily. In the first place, in calculating the needs for additional labor and the possibility of recruiting it, we have assumed that the workweek will be lengthened and that women will gladly present themselves for work. In the second place, we have assumed that the increases in efficiency with which labor is used in manufacturing, either in munitions or in the other lines of production, will not decline. This means continual struggle, as you know, to train new workers, to train new supervisors, and to maintain the standard of production.

Finally, we have assumed that women will be willing to take jobs in industries essential to the maintenance of our civilian population but which lack the glamor attached to the manufacture of airplanes and tanks. If women are unwilling to take the jobs in laundries and restaurants and cafeterias, in dry-cleaning establishments, in textile mills, and food-processing establishments, we shall have both less employment and less production than is anticipated in our studies. This is one of the things that women really have to face very conscientiously. They will have to work in some of these less interesting occupations. Of course one of the difficulties of engaging in that kind of work is not only that it lacks the glamor of a great service but that the wages are characteristically lower than they are in heavy manufacturing.

These are all National problems, but in addition there are acute problems that arise because of the geographic concentration of the demand for additional workers. It seems that it should be relatively simple to recruit about 10 percent of the nonfarm homemakers for jobs. Less than one-third of these, however, are living in the tight-labor-market areas, and in those areas practically all the nonfarm homemakers - not a third or 10 percent but practically all of them - will have to go into the factories.

If we are going to get as many women as we need into the labor market in those areas we shall have to employ almost every woman under 45 who has no children under 16. Those of you who come from the tight-labor-market areas have to study that problem and find ways to recruit all the women without children under 16. This does mean, of course, serious readjustments in the ways of family life. It is a part of the duty of the commissioners of labor and heads of division of women in industry in all the States to solve those problems in cooperation with the women themselves and the community organizations which exist to assist with the solution of civilian problems.

I believe that the people will come forward voluntarily for the kinds of jobs that have to be done. But so far there is no community in the United States that has achieved this full utilization of its potential labor supply, and this is the problem with which this conference is concerned. With you who are operating in the States and work in close cooperation with us in the planning of working conditions for women, and who want women to have good jobs and good pay and good conditions under which they can work without injury to their health or neglect of their families, there rests a major responsibility and one which I know you will successfully meet.

We here in the Department of Labor stand ready at all times to be of assistance to you. That is what all our services are for and that is why this history of cooperation between the industrial commissioners and the labor departments of the States with the Federal Labor Department is proving now so fruitful and so helpful to all of us. If we had not already established this working relationship we should have to do it now. Because it has been established we are grateful to you for your ready response when problems arise, grateful to you for the many suggestions you make to us which we can pass on to others.

The equipment of the Federal Government has been greatly increased in recent months. We have the services of the expanded Employment Service, we have the services of the War Manpower Commission, we have the special services and cooperation of the War Production Board. And in particular I want to say here today, because we often grumble about the War and Navy Departments out in the field, we have had their unfailing cooperation here in Washington in planning for the extended employment of women in industry.

This war had scarcely begun before the Women's Bureau took hold where the Woman in Industry Service left off in the last war. One of the encouraging things is that in these years something has been learned about how to get the best work from women and how to attract women into industry.

Jobs Women Can Safely and Efficiently Fill

Miss Anderson. I am very sorry the Secretary cannot be here for the remainder of the morning. Congress has asked her to appear before a committee to testify on absenteeism and it is necessary for her to go at once.

In her talk the Secretary has given us a very fine resume of the growing importance of women in the labor market and the number that will be required in the next few months to produce war and civilian goods. This morning we are going to discuss the kind of jobs women are doing and the basis for determining those they can and cannot safely and efficiently fill. This afternoon and tomorrow we want to consider the working conditions under which women should be employed in order to assure their maximum efficiency and the proper protection of their health.

May I say that we in the Women's Bureau have studied very carefully the jobs which women can fill. We have worked with employers since long before the declaration of war by the United States in an effort to find the right basis for the employment of women and the places where they can best serve to attain maximum production. We have with us today Miss Ethel Erickson, one of our field supervisors, who has been working with the war industries for more than two years. I have asked Miss Erickson to give us a little background for our discussion this morning.

Miss Erickson. Miss Anderson has asked me to tell you about some of the jobs we find women doing as we go into the plants, and some of the aspects of the job and qualifications of the individual which must be considered in selecting and placing women on jobs in war industries. As I work in the field I am impressed with how much emphasis the radio and newspapers give to the superficial phases of women's employment - the glamor girl, the sweater girl, the grandmother who astounds industry by her ability to do the job. I rather enjoy telling employers women always have worked, that in the manufacturing industry normally 1 in every 4 employees is a woman. The only novelty in their employment is that now they work in the heavy war industries and new industries in which men have held priority.

There are many jobs that women can do as well as men. There are a great many jobs women could do for which they are not yet employed. In the aircraft assembly industry almost a third of the workers are women; in some plants at least half are women. But in the manufacture of aircraft engines and propellers women are only 1 in 7 or 8 of the employees. Women could probably fill half the jobs in propeller plants. We find many women in the electrical industries, but women have always worked in electrical and communications industries, making radios and parts for the Signal Corps. In the instrument industry, involving the making of fire-control and sighting instruments such as bomb sights, telescopes, and binoculars, a large proportion of the workers are women, because the parts are small and there is a great deal of assembly and fine work requiring finger dexterity that women have to a greater degree than men.

Many women are working in the small-arms and ammunition industries. I remember going into a plant just before Pearl Harbor where they believed only 20 or 25 percent of the work could be done by women. They did not want to employ women on the machines, because they feared the men would object and walk out. I discovered recently that women now constitute well over 50 percent of the workers in that plant. But we still find in many of these industries that women are a minority group. Actually, proportions vary a great deal from plant to plant and from industry to industry, depending upon what jobs management considers suitable for women.

There really is no hard and fast basis for determining suitability of jobs for women. Indeed, there are very few jobs that are not suitable for some women. The strength of individual women varies a great deal. Some women could be blacksmiths and house movers; some men are hardly able to lift an inkwell. But on the whole most women have less strength than men. They have smaller muscles and fewer red blood corpuscles.

Because of women's less physical strength, there are many jobs not so suitable or desirable for women as for men. If the emergency were sufficiently great, however, some jobs could be done by women that we do not recommend their filling at this time. Many of these jobs are disagreeable, unpleasant, and hazardous. They may be no more hazardous for women than for men, but until women are more completely utilized on jobs which are suitable, and until the labor shortage becomes so acute that the employment of women on the less suitable jobs is imperative, such employment does not seem desirable.

Whether jobs are suitable for women depends largely on the individual woman - her strength, her height, the length of her arms, her mental and emotional stability. Employers must analyze their jobs, determine the human qualities necessary to fill them, and select women who, as a result of physical examination, they know possess the proper qualifications. Moreover, the set-up of jobs in individual plants helps to determine their suitability for women. In plants where hoists and conveyors have been installed to lift heavy parts, women can fill jobs which they could not fill if they had to do the lifting themselves. Levers, automatic controls, platforms, adjustments that permit sitting while on the job are among the devices introduced in many plants to fit the job to the woman worker.

I thought we might tell you about some typical jobs women are doing. They are operating all the standard machines. We think first of the lathe as the basic machine. We know that many machines needed in wartime are made up of numerous rounded parts, such as rods, bearings, and little fittings and gears that intermesh to give motive power. Various lathes are used in cutting and shaping these parts. We have women working on engine lathes, on hand screw machines, on turret lathes, on automatic screw machines, all turning out rounded parts.

A certain amount of skill is required to operate many of these machines. If women are to be effective as lathe operators they must be given preliminary instruction either in the plant or in defense training schools. On some turret lathes and some of the automatic jobs very little training is necessary. If women are given the same training as men, or a little more because of their lack of mechanical familiarity, they could fill these jobs as well as men. However, because most women are shorter than men, or have shorter arms, it is sometimes not possible to put women on very large machines because they are not able to do the necessary reaching. On the other hand, the factor that determines whether a woman can be used on a machine is often the size and weight of the part, rather than the size of the machine.

Sometimes other factors enter in. I was watching a turret-lathe operation in one aircraft-engine plant. It seemed a desirable job for a woman because the part was small and the cycle of operation was long; one part remained in the machine for six or seven minutes before another had to be put in. I asked why a woman wasn't on that job. The plant official explained that it involved the machining of magnesium and that magnesium is very inflammable when small parts fly off the machine. The

operator has constantly to brush away or blow away the parts with an air gun. He said they have only very large fire extinguishers, too heavy for a woman to lift in case of a flare-up. Perhaps there could have been smaller fire extinguishers, in which case women would have been able to operate the machine.

As you know, a great many drill presses and boring machines are used in industry. A drill press is one of the first machines on which women were employed in defense industries. There are all kinds of drills; drills which make tiny holes about the size of a pin head, a 16th of an inch and less, and on the other hand large boring machines which cut 3-inch holes through cylinder heads, crank shafts, and so on. Some drills have a single spindle. Others have as many as 100 spindles; these are special-purpose drills. Much of the drilling is done with jigs. When the jigs are small, women do very well on this work, but when fixtures weigh 40 or 50 pounds women cannot handle them so successfully. However, women could be employed if hoists or conveyors to move the parts onto the machine were provided. Experience with women on these very heavy parts has shown that production is not so good as with men unless some provision is made for lifting. Women become fatigued when required to lift heavy fixtures. Absenteeism and turn-over result.

Women are working on small shapers and on the milling machines which machine flat metal surfaces. Almost all metal-working plants have many milling machines. Women are doing very well on these. They are working to very fine tolerances, tenths of thousandths of an inch. They can probably do most of the milling on small parts. Women learn just as fast as men. I have asked how long it takes to train a girl on a milling machine. The reply is, Not longer than it takes to train a man, after the woman has become familiar with the terms. Then we find, of course, a great many grinders which finish parts. Women are operating magnetic chuck grinders, small speed grinders, cylindrical grinders, internal and external grinders. Not so many women work on grinders as on other machines, such as lathes or milling machines, but women are able to do grinding and do it very well.

As you know, some of the grinders throw off dust and parts from the carborundum wheel. This can be dangerous if the proper safeguards are not provided. Furthermore, some girls are more fastidious than most men about the places in which they work and they don't like jobs which are too dirty, where there is too much oil and dust. I have been in plants where shields have been installed that keep the coolant from splashing out. One factory where there is a great deal of grinding has fitted its grinders especially for women with automatic hoppers to eliminate hand feeding, thus simplifying operation, and with shields in front to afford protection from flying particles.

We find women on punch presses for shaping metal for assembly; they work on a variety of presses. Some feed the large hydraulic type of machine where the table extends beyond the press and the sheet metal is placed on the table and rolled under the machine. There is no reason why women couldn't do this work as well as men, if the parts are light.

In 1940 Miss Anderson sent us out to visit small-arms-ammunition plants to try to determine which jobs were suitable for women. As a result of our investigation we said we considered drawing unsuitable for women. We came to this conclusion because we visited old plants that had been in operation since the last war and before. I remember going into a plant where the job of tending a drawing machine was filling the hopper with metal components with one hand and mopping the floor with the other, the coolant - largely a soapy solution - pouring out onto the floor and not into the drain. In the new plants this is very different. The hoppers are fed by belt conveyors or trucks on monorails. The machines have aprons, the drains are good, and the place is dry. We now find in modern small-arms-ammunition plants that women are doing practically all the drawing of casings and bullets and are doing it just as well as men. It is a very simple machine-tending operation.

Women are tending gear-cutting machines in a good many places. There are numerous special-purpose gear cutters of different kinds on which women do the work as well as men even when the pieces are large, if the cycle of operation is long and if hoists or conveyors are provided. We find that the productivity of women on the machines is as great as that of men, if there is no heavy lifting to cause strains and fatigue.

Another job on which we find a great many women is burring to very fine tolerances. There is a great deal of burring in the aircraft industry especially. The burring is done with files and with small pneumatic tools such as the dentist uses. I have seen girls using little dental mirrors hunting for the burrs inside castings, and I have seen them burring on parts which weighed as much as 35 to 40 pounds, huge aluminum alloy castings. I asked about the girls lifting these heavy parts. Often the cycle of operation is so long that a girl works for an entire morning or afternoon on one piece before it must be lifted. Therefore it is feasible to have men or conveyors bring these parts to the girls who do the burring and who sit while doing it.

If burring is done on magnesium, special precaution is needed because of its imflammability. In some plants special burr booths have been installed. They are provided with a curtain of water and a down draft which draws all the small particles away from the operator, so there is no hazard of fire.

More and more girls are going into welding. They are doing gas welding, and spot welding also, in which their production is usually greater than that of men. As gas welders they are cutting armor plate with acetylene torches. Girls are doing some welding in shipbuilding,

especially on the lighter parts. Actual footage records are kept in ship welding and occasionally we find girls have exceeded the footage records of any man doing the same job. On the other hand, women cannot be employed on all types of position welding. It is very questionable whether women should be used for overhead welding, when they must lie on their backs and work with their arms up - stretched above their heads. It is very disagreeable, undesirable work and most women lack the physical strength necessary for continued overhead welding.

A great many girls are riveting. In the aircraft plants they are now doing almost all types of riveting, inside and outside the fuselage, crawling up in the small places, driving and bucking rivets, setting up the longerons, the webs, and all the parts of the aircraft. In some aircraft plants the majority of the riveters are women. Women are doing all sorts of assembly and subassembly in many of these plants, especially in the very large ones. They are working also on fine assemblies in the electrical departments of aircraft companies, doing all the usual electrical assembly jobs that women have always performed, such as laying out electrical harnesses, soldering, weaving them together, doing all types of "spaghetti" work. In small-arms ammunition women are assembling shells, bullets, little primers. We were in one small-arms-ammunition plant where they were interested in putting girls on the assembly of primers that required driving little anvils down into the primer cup. They used a toggle press to do it, and I was asked to decide whether I thought it was a suitable job for a woman. It is a job which a short woman could not do because she has not the proper reach. If girls at least 5 feet 6 or 7 inches were put on that job they could reach the lever and pull it down with no strain. The problem is not only one of whether a woman can be employed on a particular job, but what type of woman would be successful. The height, size, and adaptability of the woman must be considered.

There are almost all types of assembly jobs in the aircraft-engine plants, but as yet few women have been employed as assemblers, because management has felt women have not had sufficient background in the industry. But as women gain more experience and learn to operate the machines, they should have the opportunity for training and upgrading so they can do some of the assembly work.

We find, of course, a great many women on inspection. Inspection is one of the jobs always thought of first as appropriate for women. Practically all incoming goods and small parts are inspected by women. They use numbering gages, snap gages, plug gages, micrometers, comparators, in fact all types of gages. Women are running Rockwell and Brinnel testing machines and we are told that women are much easier on the diamond points of the machines than men - diamond parts have to be replaced less frequently on machines operated by women than on those operated by men.

As women gain experience they can be used as process inspectors, which means inspecting components or parts while they are being processed. If the machine is not performing satisfactorily the inspector has the authority to stop the machine and call for an adjuster.

In the ammunition industries women not only are doing all the final inspection of shells but they are actually doing some of the proving, that is, shooting the ammunition. The Ordnance Department employes women to prove tommy guns. Women are employed also in proving small-arms ammunition. They are doing velocity tests and occasionally some of the other hand shooting. Only women with strong nerves and emotional stability should be selected for proving ammunition.

We find a great many women working in factory service of different kinds; as crane operators, for example. Managers are very proud of their women crane operators and always assert that they do just as well as men. Recently a superintendent told me that the women crane operators he had put on were more satisfactory than any other operators the plant had ever had. Moreover, they stayed with the company longer. When I asked about their wages I found they were getting 10 percent less than those paid to the men.

Women occasionally are used as guards and in some of the defense plants they carry firearms.

The advisability of using women for pushing angel-buggies has arisen in one of the ammunition plants. An angel-buggy is a small cart on which are loaded several jars of high explosive to feed the machines loading tracers, incendiary bullets, or primer mixtures. The carts are very small and no strain is involved in pushing them. But hazard is inherent in the job. If the ammunition should be especially unstable, or if a piece of metal on the floor is struck and detonated, or if somebody should run into the cart, an explosion may result. The question is whether that job is suitable for women. The answer depends on the basis adopted for making the decision. Shall women as well as men take the chance of losing their lives? There is no strain in this job but it is a dangerous one - hazardous for both men and women.

Women are working in the tool rooms and tool cribs, and as long as the parts are not too heavy they are quite able to do the work and do it well. More and more women are successfully employed to grind drills, bits, and other tools. They are working in production service jobs, as expediters, blueprint readers, messengers, and record clerks. It has been customary in the past for factories to use more men than women in their clerical service, but recently women have been taken on for all sorts of clerical work and in considerable numbers. Many more such jobs could be filled by women.

It seems to me that about the first thing that must be done when an employer is considering hiring women, or extending the employment of women, is to draw up job specifications and decide which jobs women can do well without changes. Then the jobs which women can fill with mechanical aid, such as hoists, or special conveyors, or with some extra labor assistance, should be listed. A third group of jobs consists of those of questionable suitability, and which only a few stronger women would be able to fill. Finally, there are the jobs which may be harmful or generally undesirable for women.

Miss Anderson. We would now like to hear what the experiences of the rest of you have been with the employment of women in war industries. Captain Sullivan, you represent the War Department, may we hear from you?

Captain Sullivan. I just dotted down a note at the end of Miss Erickson's very interesting talk about women. There is one very important thing that she didn't touch on at all, although I confess she covered the aircraft industry pretty well; that is, women in slow-downs in industry. The women have learned their trades pretty rapidly; particularly they have learned to organize, learned to make their power and influence felt in their union organizations. I find they are even top committee men on the bargaining committees. They have also learned how to improve their working conditions by fair means as well as what we who are responsible for war production consider unfair.

We have had in several vital facilities slow-downs that were traced to women, whom we had to bar from war production work. But to get back to the better side of it, women are doing a remarkable job in aircraft. I have five extremely important facilities, formerly automotive, now engaged in aircraft, and whom I will not name, but I think it is interesting to find that on aircraft work No. 1 plant now has 45 percent of all employees who are women, and on projected employment 70 percent. We hope to reach that within six months. These figures are based on a projection of six months in advance.

No 2, where 38 percent of all workers are women, we hope to boost to 50. No. 3, 16 percent, going up to 40; No. 4, 16 percent, and we haven't projected that figure yet; No. 5 happens to be one of the most important aircraft facilities in the Nation - 35 percent, presently projected to between 60 and 80 percent, which shows the confidence that the aircraft manufacturers have in women employees. They are doing an excellent job and they are covering a very wide range. In one plant I found two 90-pounders who were squaring the ends of 4-foot helical coil springs. I don't think we can measure women's strength by their size. I know these women did not weigh more than 90 pounds, working as a team and under difficult conditions, near annealing furnaces where temperatures were high. They were working on grinders, squaring the ends of these 4-foot, about 3-inch diameter springs, which is quite a heavy job for a man, and they were doing it very well.

There is another job that Miss Erickson didn't mention, I believe, which is important in the aircraft industry, and that is the spraying and doping of airframes that is being done by women. They are also engaged in extremely vital inspection work, such as Magnaflux and spectroscopic, and doing a good job. I believe Miss Erickson mentioned the hydraulic press work. I have seen 32 women on a huge hydraulic, 8 to a table. These tables come in from either side, one at a time, of course. The women set up light metal airframe parts, for forming on these huge hydraulic presses, and they were clicking very well on the job.

There is one large facility in Detroit that is going to be doubled up, and in order to double up in this expansion program we are going to require 22,000 additional workers in this plant and only 3,500 of those are men. The rest will be women.

There is another smaller facility there with a total of 2,800 employees and 80 percent are women. The central district of the Air Forces covers 16 States. Of course the heart of the district is in the Detroit area and that is where most of our labor relations work is done. However, the employment of women in industry is general throughout the central district and I find that in Memphis, Cleveland, and St. Louis from 30 to 50 percent of total employees, ranging from 7,000 to 9,000, on aircraft work, are women, and they are doing not only the airframe work, they are doing aircraft-engine work. I don't suppose a man should discuss this rather vital problem of women working in industry, but this survey on child nurseries was not made by a man; it was made by a woman, a newspaper woman we have on our staff in Detroit, and we have some very interesting information here on what is being done to take care of the children when the men go to war and the women get into the production trenches behind them.

The children are going into nurseries and the contractors or employers are taking forward steps in organizing nurseries in a number of midwestern cities to take care of that problem.

Miss Anderson. Thank you very much. I wonder if some of the representatives of the State labor departments would like to ask the officers from the War and Navy Departments some questions in regard to women's employment, or tell us something of their own experience as far as women's employment is concerned.

Mrs. Ackroyd (Rhode Island). I would like to say to Captain Sullivan that in my trips through plants, where they are putting women on jobs formerly held by men, I am impressed with the fact that the tempo of the jobs which normally are men's jobs is far slower than the tempo of jobs which women only now perform. I have concluded that it is much easier to push women and get them to speed up, and they are much less prone to slow down than men. I was surprised to hear you say that the contrary is true. In Rhode Island we have a tremendous number of women normally engaged in the gainful occupations. A very large proportion of them have worked in textile mills where they have been pushed so hard that a woman on a textile job is on the run from the time she goes in the mill until the time she leaves. In the machine shops, on the other hand, where women are taking over men's jobs, they have a very easy time of it once they learn their skill. I have been terribly impressed with that difference in tempo on men and women's jobs.

Captain Sullivan. I will put straight what I had to say about slow-downs, and bring the New England situation into the picture because our comparisons were made between a plant in Lowell and one in Detroit

on canopies for parachutes, and packs. The pack department of this facility employed women; they were on the ball, turning out and doing better jobs than in a comparable plant in Lowell. On the contrary on canopies they were turning out one canopy where in Lowell they were turning out six. Part of that was attributable to poor supervision, which was corrected, but most of it to deliberate slow-down in production, which has been corrected, but merely emphasizes the point that women can be as obstinate or perhaps a little more obstinate than men when they make up their minds that they want more pay and are not going to wait for the War Labor Board to consider the merits of the case and hand down a decision. They just stop the sewing machines or slow them down. They have learned the business quickly.

Miss Anderson. Do the women receive the same pay as the men?

Captain Sullivan. In this case they did. That is general in the Detroit area. If I might have another moment on this matter of selection for specific jobs. The reluctance of most employers to put on large numbers of women makes it difficult to sell them the idea of women replacements for men, but you just have to insist. You must go on the premise a woman can do anything a man can do. If you stop short of that then you will meet with employer resistance; not in all plants but in some plants, and the employer may be the best judge but you mustn't let him believe that he is. It is very easy to say, "Fine, here in Jackson you can't do this, but down in Toledo they are doing it with women," and probably they are. That goes a long way toward getting women in and giving them an opportunity to demonstrate they can do the work.

Mrs. Ackroyd. We find that to be true. Very often it is not the management that opposes putting on the women, but the foreman in charge of the job. Once you break down his resistance and get him to accept one or two women, they can demonstrate to him in a very short period how well they can do the job.

Miss Erickson. In many plants I have visited the practice was to get the foremen together and talk to them about the use of women in order to put them into a more receptive mood. It does seem to work.

Miss Anderson. We have the great privilege today of having Mr. Gordon of the British Embassy, formerly with the Ministry of Labor in England, with us. I wonder if Mr. Gordon would be good enough to tell us something about women in industry in England, what they are doing, and whether they are found satisfactory.

Mr. Gordon. Madam Chairman, it is a wide subject but I shall be very glad to give you what information I can. It is no surprise to us, I think, in Britain that women can do almost every job that men can do, because we found this in the last war. We may have forgotten this to some extent when this war broke out, and I think for many reasons there was traditional opposition in some cases to the employment of women.

But it didn't last very long, because our manpower was running short and with the increasing demands for men for the services, the building of new factories, and the enormous demand for production, we had to encourage the employment of women whenever and wherever we could. Moreover, women quickly demonstrated their skill and ability.

We have something like 7 million women employed on full-time work in Britain. In addition it is estimated that some 2,000,000 are doing voluntary work and some hundreds of thousands part-time work. There has been a very large increase since the war started and we have had to encourage training by all available methods, by Government Training Centers, Cooperation of Colleges and Technical Institutes, and the establishment by employers of training schemes within their plants. At the outbreak of the war we turned our minds to the limited number of processes on which women could be used for the purpose of assisting in dilution and upgrading and so on, in order that we might spread the scarce amount of skilled labor that we had over the various industries to meet the demands of the various supply departments. We just didn't have the supply of skilled labor we required.

The training centers which in the past we used to train our unemployed to fit them for industry were used to train men for war industries and were soon opened to women, and we quickly found the adaptability and dexterity and physical strength of women was quite sufficient to allow them to do many jobs not only satisfactorily but extremely well, and I don't think in Great Britain we have had any complaints to speak of in respect of the occupations on which women are employed. I was extremely interested when listening to some of the figures which have been quoted and I think without detailing various operations on which women are employed in the aircraft and the engineering, machinists, or shipbuilding industry, there are instances in Great Britain now where in some aircraft plants, for example, there are 80 percent women employed. I think one may assume that only the very highly skilled operations which require long years of training and practice, and the extremely heavy work which is beyond the physical ability of women, are excluded from this scope. They are operating many machines. They are employed in literally hundreds of processes in the making of guns and ammunition; in the iron and steel industry where they work at the blast furnaces, at smelting, at the forges or the foundries; in aircraft manufacture, often on precision work; in tank factories and in shipyards and allied industries where they are in boiler shops, coppersmith shops, in smithies, and in the yards. They are also building roads.

I think the average percentage of women employed in machinist trades, or what we call the engineering industry, today is well over 30 percent and it is rising rapidly. It is the only source of recruitment which is now open to us. In the chemical and explosives industry the average employment of women is over 50 percent, taken throughout all the plants, which is of course extremely high. In Royal Ordnance Factories chiefly engaged in making guns and ammunition 60 percent are women.

We have come to such a stage in our manpower that we have to resort to every possible expedient to carry out the program we have assigned to us. We therefore have to turn to every conceivable device to encourage the employment not only of those women who are already employed, but the greater employment of those women who are not already employed. Men have to be withdrawn for the forces and I am afraid the speed-up has to come now to the women; it has to come to the women who are already in employment, to those who are homemakers in the real sense of the word, and to women who have not been available but might be available for part-time work. More intensive training and the employment of women to a greater extent on higher-grade work will be necessary. It is going to be rather a heavy job because most women are occupied during the day in many cases, whether in the home or the factory, and a great deal also at night with their civilian defense and fire-watching duties and in many cases voluntary work. Women up to 40 will not be available for employment except via the National Service Officer. If they leave their work and are under 60 this must be certified to the Employment Exchange so that they may be placed in other employment. Women will be directed to part-time work, even work not covered by the Essential Work Orders. Women under 45 will be taken from retail stores and employed on more essential work. All women up to 55 will be liable to do civil defense and fire-watching duties.

We have benefited to a considerable extent from the measures we have taken in the welfare field. We have found that absenteeism, of course, is very much the subject of discussion at the moment. It is extremely prevalent, although it has been reduced by the activities of our welfare officers. Mr. Bevin, as you probably know, established a Welfare Service outside the factory to supplement the factory / inspectors' work inside the factory, and they discovered many problems which required solving. They have made it their business to get them solved by approaching the appropriate authorities and securing remedies. Some problems like shopping, transport, billeting, feeding, hospital and medical treatment, recreation, and all those problems which arise from anxiety and worry about home circumstances, particularly in the case of transferred workers, have been dealt with by welfare officers and their solution has helped to reduce absenteeism.

We have established wartime nurseries to a considerable extent. We also have what we call daily guardians, people who are prepared to look after children while the mothers are at work. We have, in addition, nursery classes in schools and play centers which are being developed. These schools enable large numbers of women to go into the factories.

The whole question of production is under constant review. It is being reviewed by the Regional Production Boards and every effort is being made to employ every available person, mobile, or immobile. In days gone by, of course, we have turned from home-work employment to industry, factory employment. We haven't encouraged employment in the home, but I am afraid this war is driving us back to home employment and there are all kinds of individual schemes, often improvised locally without any general national plan, which leave individuals in various districts to pursue them, and they have pursued them and to a tremendous

extent have opened new avenues of production. Private houses are partly given up to enable women in a locality to come in and do all sorts of useful jobs. In some cases they are assembling automatic switches and mechanical jobs of that description.

By these means we are utilizing a great many women in rural areas who can't leave their districts and who are not available for agriculture. There are many, many jobs which can, rightly or wrongly, go back into the home and are so doing for the purposes of the war. One that comes to my mind is the manufacture of braid for uniforms. That sort of work was being done by some of the war factories in districts where the supply of labor was very short, and it is found, of course, that this sort of work can be done in the home, the factories utilized for munitions and the women who are available for munitions employed on munitions of war. Assembly work and work of a similar kind is now being done in the home.

There are all sorts of local schemes where people get together and are able, by doing some small comparatively simple part on subcontract work from a factory somewhere else, to add to the war production. I think that is all I should say now unless you would like me to answer any particular question.

Miss Stitt. Mr. Gordon, I wonder if you think that the evils of home work are so great that you would advise us to delay resorting to work in the home until our emergency becomes greater than it is at present. We have been trying so hard in this country to eliminate home work that I think it is a bit of a shock to most of us to hear that Great Britain has had to resort to it again.

Mr. Gordon. I wouldn't presume to offer or take the responsibility of offering you advice, but I would say there isn't anything within U. S. A. that we would reject in present circumstances in the prosecution of this war. We are, of course, only a small country; some of us have been through experiences which one never anticipated in a lifetime. We thought such things impossible but various circumstances put us in such a position that we just had to give everything we had to save ourselves. It isn't confined to any part of the population. Everybody has to give what is possible.

So when it comes to a question of taking work into one's home I don't think anybody stops to think about it. One home in five in Great Britain has been knocked out or damaged by the blitz and those who have them left are glad to use them for any purpose necessary to the prosecution of the war. In your country it is a very different proposition; the circumstances are very different. I am the last person in the world to offer any advice on that subject. I would say that in normal peacetime I think that the home work in England as we knew it was not a thing to be encouraged. I quite see that a machinist might say, "Why shouldn't I have a lathe in my home if the author writes his books in his home?"

I feel that the home work in England, industrial home work as I have seen it in my life time, and which was very much worse in earlier times, is not a thing to be encouraged there, but I think that is a very different thing from looking at it from the point of view of the war effort.

Miss Anderson. I wonder if we may hear from some of our friends from the War Department.

Colonel O'Gara. I am from Headquarters, Army Service Forces. I have a comment of a general nature that I think may be appropriate here. As a matter of fact it may be encouraging to you.

The Secretary of Labor indicated great Armed Services interest in the employment of women when she said that we will have to have nearly three million more women in industry this year. It is not commonly realized that these three million women are those who, for the most part, have not worked in industry before, or who have not worked in manufacturing industry. Also, it isn't commonly recognized that with the introduction of these three million women there are a great many employers who have never employed women to any degree on production lines. That brings me down to the thing I have in mind.

I have had no Army experience in the employment of women within the services. I have, however, had some 20 years of experience in the employment of thousands of women in industry. In my experience, which ranges from the lowest supervisory job to a top administrative job, the principal stumbling block I have found to the employment of women is a form of inertia or traditionalism - a kind of superficial thinking which tends to conclude that women can be employed only in narrow and restricted fields.

I think it is a human fault rather than the fault of industry, and am not arraigning industry any more than any other field of endeavor, but I have found it to be true through many supervisory ranks. To illustrate with an exaggeration: If a woman falls downstairs in a plant that hasn't used women before it is not too difficult to find some supervisors concluding that all women fall downstairs, and therefore they shouldn't be employed, because of the insurance risk!

To get back to Captain Sullivan's remarks. I think all of us must adopt the policy of insisting that serious consideration be given to the employment of women in jobs where the employer's first natural reaction, and probably his second and third, is "No, it can't be done." It is a traditional attitude and has to be broken down; otherwise we are not going to get anywhere.

One other point that has resulted from my experience. When normal personnel practices - normal interviewing and training practices, common in well developed personnel departments - are used in selecting and placing a woman, she will, I believe, more often than not do a better job than the young man. The reasons I have found for this fall in three categories. First, she is often more amenable than the young man; second, she is frequently more serious about her job; third, she is almost invariably more conscientious. I think these assets characteristic of the average woman in her job performance.

Therefore, it seems to me that unless we strongly confront industry with its own superficial thinking where we find it, and overcome the resulting attitude, we are not going to get the women that we must have.

Miss Stitt. What are the best devices for breaking down barriers against the employment of women?

Mr. Schmidt (New York). It seems to me, reflecting on what Colonel O'Gara said, that this whole discussion up to now could be summarized in this way. First, this traditional inertia is the result of a good deal of ignorance. That ignorance can be dispelled only by getting data from a central source like this conference, showing employers who are reluctant to employ women that the precise types of standardized job which they are begging people to fill have been filled effectively by women.

That leaves the other type of job Miss Ericsson spoke of, namely, the type of job that must be analyzed before determining its suitability for women. I was reflecting on her remark that officials of labor departments might be called in to help determine whether women can effectively fill jobs. The principal contribution that a person from a labor department could make to that decision would be that spirit of daring and venture so necessary in this case, and which management, because of its traditional attitude toward women, lacks. A further stimulus is the exhaustion of the male labor supply. It seems to me in those two points we have the answer to the question Miss Stitt raised.

Mr. Gibson. I would like to make a comment or two on that particular point. In Michigan, which has been spoken of here a number of times, this is one of our major problems. However, women have been employed from time to time in a number of our large plants and industry has some good examples of women's effective use. We in the State labor department have said to industry, "If you are reluctant to place women on particular jobs, we will send into your plant one of our people who has seen dozens, or perhaps hundreds, of plants where women are employed. We will make a plant survey in cooperation with your safety engineer or personnel director to determine what jobs would be most suitable for women.

We have done that in some of the big foundries, even though we still feel women should not be employed in the actual foundry operations. However, there are many jobs on which they can be employed. We have taken about the same attitude that the U. S. Department has, that there are very few jobs that a woman can't do if proper safeguards are provided and proper preemployment training given. I think it comes down to just this: proper job placement is one of the most important things in the employment of women; proper

health and safety facilities must be given serious consideration, as must proper hours, both daily and weekly, and proper pay. Michigan is one of the States, one of the very few, that have equal-pay laws for women and men. We have had our problems under that law, because some industries won't hire women, though they may be good, because they fear men will demand more for a particular job than the rate paid because they won't work for the same rate that is paid to women.

In one plant a woman was employed on a grinder. The only difference between her and the men employed on the same job was that she got out more production than they, yet she was paid less. Trouble arose about wage discrimination and they laid her off the job. We found they were paying her less money for getting out more production on the same job.

We did get started rather slowly in Michigan in getting women into some of the very desirable plants. However, the situation has changed in the last few months, and I think today our department figures show three or four times more women employed today than men. One reason is, men are not available; then we have had a drive for the mobilization of our woman manpower.

Another thing we have, that Madam Secretary spoke of this morning, is this glamor thing. It may be great for getting the women into the plant but our safety experience shows that glamor is not enough. A real educational program must be undertaken the minute women are inducted into the plant. In fact, advance preparation should be made before women are employed in order to avoid trouble.

Miss Anderson. Thank you very much. I am very glad you mentioned your equal-pay law. Michigan has had for many years a law requiring equal pay for men and women. It had never been enforced until Mr. Gibson came into office. Then the Supreme Court of Michigan declared the law constitutional, which gave Mr. Gibson a chance to enforce this law.

Major Wilson. Once the need for the use of women has been established in any establishment, there are a number of points which should be examined rather carefully in connection with their introduction, training, and handling.

Establish the operations in which women are to be used.--It is essential before wholesale introduction of women to Ordnance field establishments to examine the mission of the establishment and to ascertain what types of operations will be performed in the establishment, as the type of skills to be taught to the new women are relatively different between establishments. In addition, needs for women should be anticipated far enough in advance so as to insure intelligent training for placement on the job.

Breakdown of skills.--When the operation has been decided upon and the number of women to be introduced, as well as the jobs in which they are to be placed, the next step is one of training them in the types of operation they are to do. In connection with the

introduction of women in mechanical jobs such as machine operators usually doing semiskilled and repetitive work, it is most necessary that fundamental training on these skills be given. It is readily understandable that due to lack of time a woman cannot be trained to replace 100 percent a machinist, mechanic, or some person who, due to long experience, has been doing a rather skilled job. On the other hand, a great many of the mechanical jobs can be broken down into component skills, and women replacements can be trained in a matter of a few weeks to perform adequately any one of these component parts.

Proper placement.--In connection with the training of the individuals on component parts of any general mechanical skill, the question of placement is very important. We must guard against the placement of a woman in a job for which she is totally unsuited, and for that reason before actual placement takes place we should examine each candidate in accordance with the following factors:

Physical.--Certainly it is essential that we get a person on the proper job from the physical viewpoint. A small woman could not, over a long period of time, handle a manual job requiring considerable muscle, and any training given on this type of job would be utterly wasted.

Emotional.--By this is meant the placement of a woman on a job to which she is most emotionally suited. A highly energetic type would soon become dissatisfied and become a problem if she were placed on a very routine operation, whereas the more placid type should fit very successfully on a highly repetitive job requiring no great amount of energy. Likewise, many women cannot stand shop noises, and if placed there it would just be a question of time before they either cracked under the strain or became dissatisfied and wanted a change.

Intelligence.--This factor should be examined very closely, usually through some sort of screening test. Again, if not properly evaluated, we can make poor use of intelligence. Certainly the placement of an intelligent woman in a job requiring no intelligence at all would drive her to distraction, and at the same time we cannot expect a woman of very limited intelligence to handle a job over her head.

Mechanical aptitude.--This factor also can be measured to some degree by mechanical-aptitude and finger-dexterity tests. Although a great many of the women that will be employed in field establishments will have had no actual mechanical background, inherently they may have considerable mechanical aptitude, and for this reason every care should be used to place an individual with this aptitude on a job where it can be used. There are sufficient jobs not requiring mechanical aptitude where those lacking it can be used very efficiently.

Proper orientation.--It must be realized that women coming into field establishments will be coming into an entirely new environment. It is just as strange to them as it would be to a group of men starting out on housework. For this reason the proper orientation in

the shop or the plant is essential. Women should not be thrown into the shop, shown a machine which they have been trained to operate usually in a favorable atmosphere, and expected to react like men. For this reason it is strongly advised that women be oriented properly. By that is meant the women be taken in hand by a sympathetic foreman and explained some of the reasons for the unusually different atmosphere.

Equal pay for doing work similar to men's.--Nothing contributes more to an efficient organization of women than to pay them the same rate as men if they are doing the same job. In fact, any departure from this procedure will lead to multiple problems of grievances and loss of production. It must be kept in mind, however, that if women are doing what seems to be similar work as men, and the latter must do certain manual work in connection with the operation which the women, due to their lack of physical strength cannot perform, certainly a differential can be justified, for if not, you have the same problem with respect to men who feel they are not being compensated fairly.

Proper handling and follow-up.--Many foremen, when they think of bringing women into the plants or shops, throw up their hands in despair and say, "What must we do - must we place bows on the machines, or must we place cretonne curtains at the windows, or do we place all the women on one side of the shop and the men on the other and treat each as a separate problem?" The answer is no. We have found through experience that women react the same as men; they prefer to be considered as workers, and if they are paid the same and treated with the same consideration as you should treat men, there should be no problems arising. There are certain biological differences, of course, between men and women, and facilities and certain floor ladies should be provided for in the scheme of things.

Use of female supervision.--In connection with the use of female supervisors, due to the rapid influx of women into field establishments none of them have had sufficient mechanical background to set them up as qualified persons to supervise the activities of others. For this reason the selection of any woman to direct the activities of the others is usually met with opposition from the rest of the women, who feel that those individuals selected have no greater qualifications. For this reason we would suggest that wherever possible men supervisors be retained, as we have found that women react more favorably under their supervision. There should be started, however, training courses for women supervisors so that in time there will be a definite upgrading of unusually apt women, who not only demonstrate their superior knowledge and skill but also develop the attributes of good leadership.

Miss Carr.--I have been out visiting factories for the past two weeks and I have heard many times that women don't like women supervisors. I have found that in few places is any effort made to train women for supervisory positions. A great deal of valuable time has been used in training the workers who are put under a woman supervisor with no training. I think women should be trained as supervisors and given an opportunity to hold some of the better-paid jobs in industry.

Miss Anderson. After all, it isn't so much whether the supervisor is a mean or a woman. It is the person. It is a question of whether or not the individual is equipped, has knowledge of the operations, and knows human nature, which decides whether he is a good supervisor or not. I am sure that we will find misfits among the men as well as among the women. I think there is not enough careful choosing of the supervisors to assure that they make good. Somebody in the factory says, "We are going to put in a woman supervisor." Then they pick out somebody, very often from the outside who doesn't know factory operations.

I insist you have to know the operation in order to be a supervisor. Whatever else you know, you should know the job. We have many women who have made good supervisors, very fine, and we have very bad supervisors among men. Having worked in a factory for a good many years, I know something about this. The qualifications of the person, man or woman, determine his success.

I am going to adjourn the meeting at this time. I hope very much that the representatives of the War and Navy Departments will return this afternoon when the State labor commissioners want to discuss with them State hour laws for women.

March 11, Afternoon Session

Hours of Work of Women Workers

Mary Anderson, Director, Women's Bureau, Presiding

Miss Anderson. Again I must say how sorry I am the Secretary is unable to preside. We expected her to be here this afternoon, but she has found it impossible to return.

In opening the discussion I want to review a little of the history of State hour laws for women during this war period. In January 1942, soon after we entered the war, the Secretary of Labor called a conference of State labor commissioners and representatives of Federal agencies directly concerned with the war, including the War and Navy Departments, to consider labor standards in war industries. The standards agreed upon were issued later as a policy statement signed by top officials of the War Department, Navy Department, Maritime Commission, War Manpower Commission, War Production Board, Commerce Department, Public Health Service, and Department of Labor. These standards include:

1. A maximum 48-hour week.

2. An 8-hour day.

3. One day of rest in seven.

4. Adequate rest and meal periods.

5. Adaptation of hours of work and working conditions to the age and sex of the worker, except that there must be no relaxation or modification of standards governing the employment of minors under 16.

6. Proper safeguards for health and safety.

7. The same wage rates for women as for men.

These standards have been reaffirmed several times since by National conferences called by the secretaries and by representatives of Federal agencies. The most recent statement of joint policy incorporating these standards was issued December 31, 1942, by the War, Navy, and Labor Departments, War Production Board, War Manpower Commission, Maritime Commission, and Office of Defense Transportation.

We all recognize that working hours should not exceed 48 a week if the greatest production is to be achieved. It has been demonstrated time and again that maximum production over a long period of time falls off if working hours are too long. The English proved this in the last war. We realize that in a war period emergencies sometimes arise that

make employment for longer hours temporarily necessary. To meet these emergencies a practical procedure has been worked out. Employers apply to State labor commissioners for permission to employ women for hours in excess of those established by law. If upon investigation the Commissioner finds justification for longer hours, he may issue a permit setting forth the conditions and period for which women may work longer hours.

We hope we may have a full discussion this afternoon of how this plan has worked. We have representatives of the Army and Navy with us whose major interest is in production. We have State labor officials responsible for administering hour laws for women. Some very bad bills have been introduced in State legislatures this winter that would practically suspend for the duration of the war State hour laws for women. If the present plan of granting temporary exemption is meeting the Army's and Navy's need for production, there is no need for such legislation and these bills should be defeated. I am going to ask Mr. Connolly of Rhode Island to open the discussion.

Mr. Connolly (Rhode Island). Madam Chairman. I have attended every one of the conferences that recommended these standards. We in Rhode Island are very much concerned about these matters. We said this morning that millions more women are going to be needed by industry. We not only have to get these women into industry but we have to keep the women already employed, if we are going to produce all the Army and Navy are asking for. If women are going to have to work excessively long hours in factories, they are going to give up their jobs and stay at home to take care of their families. They can't do both. If this is going to be a long-drawn-out war we must make it possible for these women to stay on the job and produce until the war is over.

In Rhode Island we have consulted specialists and doctors about the effect of long hours on health. Dr. John Donnelly, one of the leading neurologists in our part of the country, told me that in the 6 months following Pearl Harbor his patients increased 100 percent. At least 75 percent of these patients, he said, needed nothing more than rest.

The Federal Products Corporation of Rhode Island has tried a very interesting experiment. Soon after the declaration of war, representatives of this firm reported to me that they were going to change from a 40- to a 56-hour week, because the War and Navy Departments were demanding increased production. This company employed no women at that time and the State hour law does not apply to men. I told them, however, I thought they were making a mistake.

At the end of four months they came to me again and said, "For two months our production went ahead by leaps and bounds. But we are below the per hour production that we were getting on the 40-hour week. So we are going to try a new arrangement." They are now employing women in their plant. "We are setting up a 39-hour week and 6-hour day." They asked for permission to put it into effect and I granted it. At the end of six months they reported their production had increased 50

percent per man per hour under the 6-hour day. They said it had almost eliminated absenteeism, because a man beginning work at 7 o'clock in the morning was out at 1 o'clock in the afternoon. In fact, he didn't work full 6 hours, because they allow 20 minutes at the end of each 6 hours for change of shift, thus bringing the hours worked down even below 6 a day. That firm is still operating on that schedule and has increased its production month after month.

In Rhode Island we have a legislature that is very much interested in laws for the protection of women workers and wants these laws enforced. The Rhode Island hour law for women does not provide for longer hours in emergencies. Last year several bills were introduced in the legislature that would have granted to the director of labor the authority to extend hours. None of these bills passed. Instead the legislature adopted a resolution commending the governor and the director of labor for refusing to lengthen hours of work. This year not a single bill to lengthen hours has been introduced and no bills may be introduced in the Rhode Island legislature after next week.

When bottlenecks appear and a firm can't get a war contract out on time, we grant a permit to employ women for more than 48 hours. We never grant permits for more than 30 days. If at the end of 30 days there is need for an extension we grant it. But the firm must show that it is trying to solve the problem in some way other than by extending hours. That is, they must train new people, or operate on more than one shift, or in some other way try to prevent long hours. We don't insist on this just because we want to be dictatorial, but because we want production in Rhode Island to be at a high level and we believe this can be accomplished only if working hours are kept reasonable.

Within the past three months we have granted perhaps 10 exceptions to the hour law, none for more than 30 days. Five of the 10 firms granted permits did not put them into effect. Why they requested them, I don't know.

Right after Pearl Harbor we were deluged with requests for relaxation of the hour law. One textile mill, operating 42 looms, was devoting 5 of these to produce essential war material for the Army. On the other 37 looms goods for the civilian market were being made. This employer asked for an extension of hours. I said, "If the situation is so critical, why don't you put all your looms on Army work? Then you wouldn't have to increase hours." The answer was, "Nothing doing. I was in business in the last war and lost all my civilian trade doing business for the Government. This time I'm taking care of that trade." I reported that case to Washington. Now that plant is devoting all 42 looms to making Army goods.

However, we had so many requests for longer hours, right after war was declared, from firms in similar situations, that I finally took the position that I would not grant permits to any firm that was not 50 percent or more on war work. That had the desired effect. Most of these

plants turned a greater proportion of their machines over to war work, and longer hours were not necessary. We found a few cases where for some reason the plant could not turn all of its machines over to war work. In such cases, if longer hours for short periods were necessary to complete a war contract, we granted a permit.

I hope this conference will go on record as reaffirming the hour standards endorsed by previous conferences. If we are going to keep production up to the highest possible maximum, we can do it only by maintaining standards such as these.

Miss Anderson. Thank you, Mr. Connolly.

Mr. Strain (Ohio). This morning we discussed the jobs that women can appropriately fill. In Ohio we have a law which prohibits the employment of women in a good many occupations. Labor has agreed that many of these prohibitions should be eliminated for the duration of the emergency.

This morning there was some discussion of deliberate slow-downs brought about by women workers. Some slow-downs may be caused by collective discontent, but more often slow-downs are caused by fatigue which results from long hours. After a few weeks of long hours, work becomes drudgery, and workers take a day off. Then there is illness caused by long hours. These are the real causes of slow-downs.

We have a great many requests in Ohio for relaxation of our hour law. As in Rhode Island, the director has no legal authority to grant exemptions. We have granted them as a matter of public policy, you might say. Permits for long hours have been granted in Ohio upon the insistence of procurement officers of the War and Navy. To be quite frank about it, I think the plant managers, who want to speed up production, often inspire the procurement officers to request these permits. It is very hard to turn down requests for long hours when agents of the armed forces insist upon them.

Sometimes these requests are justified, but often actual conditions, I am sure, are not as represented in my office. As an example of a legitimate case, I might cite the case of two firms making mosquito bar. I was skeptical about their applications for longer hours, but I granted permits for two weeks. Several weeks later I read an article explaining how important sand-fly bar was to the invasion of Africa, and the efforts that had been made to rush it to the scene of action. That was a legitimate request.

But sometimes what seem to me unfair practices are used. For example, one of our manufacturers in Ohio advised a procurement officer that he had plant capacity enough to produce only 25 percent of the order the Government wanted to place. He signed a contract for that amount. Only a few weeks later the procurement officer ordered that plant to produce more units than contracted for. The result was a request for relaxation of hours.

There is a bill in the Ohio legislature that would amend the hour law for women so as to give employers a free rein. This bill is not so much inspired by the war need as by those who take this opportunity to get rid of all legal regulation of hours. I believe there should be a basic maximum-hour law for the employment of women, and the limit should be 48 hours, with provision for emergencies.

Miss Anderson. I wonder if we could hear from Rear Admiral Fisher about how the Navy has got along with these standards.

Admiral Fisher. Madam Chairman, ladies and gentlemen, it is a privilege and an honor to address this assembly and I would like to begin by expressing our appreciation of the cooperation that the Navy Department feels and knows it has had from the State labor commissioners throughout the country, and their assistants. Some time ago, early in 1942, we authorized our Naval representatives in the field - that is, the officers that we call the inspectors of naval material and supervisors of shipbuilding, inspectors of ordnance material, inspectors of aeronautic material, and so forth - to authenticate requests made by Naval contractors for relaxation of State labor laws in those instances where such relaxation appeared justified in the interest of the war effort.

We took particular pains, however, to instruct our representatives that they were to use extreme care in requests for such relaxation, so that the practice would not be overdone. Not many such cases have come to the attention of the Office of the Assistant Secretary of the Navy. Prior to this meeting the various bureaus of the Navy Department were asked how frequently they had been called upon to accede to requests for modification of State labor laws and a surprisingly small number of cases was reported. This fact and the experience of my office would indicate that these matters for the most part have been settled satisfactorily on the spot in the field, which is the place where I think most of them should be settled. It may be further concluded that to date the various State departments of labor must have looked with favor upon such requests, as they have in most instances granted certain waivers of State labor requirements. At the Ninth National Conference on Labor Legislation, at Indianapolis, November 17 and 18 last year, a statement was made on the part of the State commissioners of labor concerning the good cooperation of the war agencies with the State departments of labor, and I sincerely trust that this happy state of affairs will continue. The request most frequently made, from the information at my disposal, is for permission to work women beyond the hours provided for in the various State laws. The need to work women on at least two shifts has been the cause for an abundance of such requests.

Requests for permission to work minors perhaps rank second in number. Sunday work in a majority of States has been held during the existing war period as necessary work and hence the restrictions prohibiting Sunday work have been practically universally modified or temporarily at least read out of the law. Another provision found in

many State laws is the mandatory requirement for one day's rest in seven. Most of the State labor commissioners have waived this provision providing proof was shown that no other work schedule would keep production at a necessary maximum. We have no intention of requesting or suggesting any blanket relaxation of specific State labor law, for one reason because information is lacking now with us concerning a sufficient number of cases upon which to determine any definite, sensible, reasonable pattern, and in my opinion the best approach from now on is to continue our present methods and attain thereby sufficient flexibility so that necessary - and I want to emphasize necessary - relaxation can be obtained in specific critical instances.

As to women working at night, I agree that this is undesirable, but war is also undesirable and I have seen statements to the effect that the women of this country are perhaps fully as able to take care of themselves at night as are their brother workers of the male sex. The necessary increase in our armed forces we recognize is causing more and more women to go into industry and to join the war production lines. We sincerely trust that the hours and conditions of work of women may be kept within reasonable bounds, but if the war should make it necessary - which God forbid - I have sufficient respect for the patriotism and the physical stamina of the women of American to believe that the glorious pattern set by the people of Russia can be matched by our own women.

Miss Anderson. Thank you very much. We might say as far as night work is concerned, it was generally understood by the commissioners of the States, I think, that the night-work laws for adult women would be waived in war industries upon application to labor commissioners. Wherever there are three shifts, women are working on the night shift the same as the men.

Miss Stitt. May I ask Admiral Fisher a question? Do I understand from what you said that the 48-hour-week and the 8-hour-day standards have worked satisfactorily when exemptions have been granted by the State commissioners? Has that procedure worked satisfactorily for the Navy?

Admiral Fisher. I did not make any such specific statement.

Miss Stitt. These are the standards that have been recommended - 8 and 48 - and endorsed by the Navy Department. I am wondering if these standards have met your needs, when relaxation has been granted in specific cases where emergencies have arisen.

Admiral Fisher. That is a very difficult question for me to answer because I don't think there is any standard pattern of definite hours of work among the private contractors, nor in our own Navy yards, and among the private contractors that are working for the Navy. They vary all over the lot. Some of our contractors work less than 40 hours. Most of our contractors work a great deal more than that, and endeavor

to measure the necessity for work on the basis of war requirements for production. We hope we do it as wisely as possible. We realize fully that the final decisions are absolutely in the hands of a labor commissioner of a State and the government and legislature of a State. We present our case as we see it, and we feel that we have no right to coerce or otherwise urge, except by a statement of fact and necessity as we see it, and we are perfectly willing to abide by the decision of the States.

As to this 8-hour and 48-hour standard, most of my work very naturally is concerned with the shipbuilding industry, not only in our Navy yards but in our private shipyards, and women are being introduced at an increasingly rapid rate in shipbuilding, as we all know. But as yet the proportion is quite small, most of them being office workers, but they are coming in in increasing numbers as all sorts of mechanical help and in laboring trades and occupations. Nobody as yet has succeeded in getting an agreement upon a satisfactory standard of 8-hour shifts versus 9-hour shifts, or versus 10-hour shifts, if you will, or one day of rest in seven, or one day off every two weeks, but we are constantly endeavoring to attain the standards that were agreed to by the eight Government departments that the Chairman spoke of in her opening remarks.

We have by no means reached that point yet, in my opinion. I am afraid that is, as I started out by saying, a rather unsatisfactory answer because it is not specific.

Miss Stitt. My point was, though, if the States are granting exemptions for emergencies, as Mr. Connolly and Mr. Strain said they were doing in their States, does that meet the need of the shipbuilders?

Admiral Fisher. That is all we have ever asked, that is all that I hope we ever will ask; and, putting it another way, there is absolutely no intention, that I know of, to ask any change in any law, except for the possible change in some State laws that do not now allow discretion in the commissioner of labor or director of labor.

Miss Stitt. The Navy would not ask that a basic law be changed to extend the basic hours beyond 48 if the labor commissioner --

Admiral Fisher. I think I can go further than that and say the Navy would join you in resisting it.

Miss Stitt. Providing the State commissioners had authority to authorize or issue exemptions in times of emergency, you would stand with the labor commissioners on the 48-hour basic legal week?

Admiral Fisher. Yes.

Miss Stitt. Thank you very much.

Mrs. Morrow (Pennsylvania). At the outbreak of the war Pennsylvania was in a unique situation. We were the only industrial State limiting the hours of work to 44 a week. We were fortunate in having a provision in the women's hour law that gives the industrial board and the commissioner of labor certain broad powers which were exercised in this emergency. We set up a procedure to extend the hours to 48. That worked very satisfactorily. Admiral Fisher stated that the representatives of the Navy in the field notify the State departments of labor as to needs for relaxation. Many plants in Pennsylvania soon after the United States declared war called to tell us that either the Army, Navy, or Air Force, or the ordnance representative in their particular plant, wished a relaxation of hour laws for a certain period. We couldn't cope with the situation. We didn't know just how authoritative these gentlemen in the field were at that particular time.

We found that many of the so-called requests from the various branches of the armed forces were coming from civilian inspectors who spoke in rather authoritative terms as to what the particular plant needed. We met with representatives of the various branches of the armed services in Pennsylvania, those really in authority, and established a clearance. Plant representatives of the War and Navy Departments notify their officers in Philadelphia of need for relaxation. We get the word from those officers at headquarters. Sometimes when confusion exists we make a joint inspection. That procedure has proved satisfactory, not only to the State Department of Labor, but also, I'm sure, to the various branches of the armed forces.

We have granted 1,500 manufacturing establishments permission to work 48 hours. We will grant every manufacturer in Pennsylvania that needs 48 hours, 48 hours at this particular time. Other requests for variation beyond 48 hours have been limited, sometimes to 24 hours, sometimes to two weeks, and at the most to a month. Of course these permits are extended if the necessity is absolutely proven.

I would like to hear an expression from some of the States about the type of work they find most satisfactory for the younger workers. We have had entirely too much pressure from what I call recreational groups to break down our laws. Bowling alleys, saying they represent 550,000 people in the State, wanting relaxation of the laws in regard to child labor and the number of hours children may work. I would like to know how other States handle the demands that come from these so-called recreational facilities for an extension of hours.

Miss Anderson. I think we would like to hear from New York, Mr. Schmidt.

Mr. Schmidt (New York). To answer the last question first, as far as pin boys in bowling alleys and so forth are concerned, we have no trepidation whatever about denying such requests on the ground that these occupations come neither within the scope of war work nor within the scope of essential civilian industries. As you probably know, our statute authorizing exemptions covers only war work as therein defined.

I am told there is to be an amendment this session extending the law to essential civilian industries.

Our law authorizing dispensations in war work provides standards, such as no dispensation shall be granted for minors under the age of 18. No dispensation may be granted that will interfere with the health of the workers involved. The law provides further that the available labor supply must be exhausted before a dispensation may be granted, and reasonable organizational and other adjustment must be made by the plant. While the statute recognizes the paramount importance of maximum war production, it seeks to assure that maximum production will indeed be effected by granting the dispensations.

The burden of proof on that subject and on the subject of fulfillment of the other standards in the statute is placed upon the applicant employer. The question of essential civilian needs extends beyond the need of war work, which can be determined with some accuracy by the administration. However, I suppose the extension of such a program to essential civilian needs, or essential noncombatant needs, should be broad enough in scope to permit reasonable administrative decision. As the war progresses and scarcities and shortages increase, we perhaps may have to do things that at the moment we can't anticipate. While we have a vague idea that certain restaurants, laundries, and dry-cleaning establishments may be classified as rendering service essential to civilian consumers, we have no accurate idea as to precise standards for such classification. We have given some consideration to such standards. For example, before granting a dispensation for essential civilian services it would have to be demonstrated that the service could not be supplied by other rival means or agencies. It would have to be demonstrated also that the service indeed meets a basic subsistence need for the current wartime development. England has discovered that certain goods and services which at one stage in the war were thought indispensable since have been relinquished. What is a basic need necessarily must change from time to time depending on changing circumstances. Dispensations for civilian industries should be limited to those geographic areas where a real labor shortage exists, and where the need for the service has been demonstrated to be basic and acute.

According to yesterday's NEW YORK TIMES a dispensation bill was introduced in the New York legislature applying to noncombatant industries which specifies no standards. [This bill later was passed.] Moreover, it permits the war council of the State of New York to act upon applications for dispensations for young people between 16 and 18. We in New York who have been close to the problem have not seen any demonstration of the need to lower the age below 18.

Mr. Hertzberger (New York). Our experience in granting dispensations has been confined entirely to war plants. The application of the dispensation law of a year ago is limited to war industries. Every request for relaxation from the New York State labor law is investigated

even when applicants for dispensations are found to hold legitimate war contracts. An inspector goes to the plant, observes the operations for which relaxation is requested, finds out how many people are employed, makes physical inspection of the plant, determines whether a training program for new workers has been set up, and confers with the U. S. Employment Service as to the availability of labor for that particular type of work. The inspector then submits his report to a departmental committee to determine what action shall be taken, based on the facts set forth in the report.

No dispensation is granted for longer than six months. Very often the inspector is able to point out how the situation can be overcome without granting a dispensation. I know that statistics on our activities during the 14 months this dispensation law has been in effect would show innumerable instances where applications for dispensation have been made and withdrawn by the employer because it has been pointed out to him that his difficulty could be overcome without actually increasing the number of hours of work or putting women on graveyard shifts.

Mrs. Smith (Massachusetts). Commissioner Moriarty has been given the right to relax some of our laws. He has worked out a plan by which liaison officers of the Army and the Navy work with him. When a question comes up as to whether or not a plant should extend hours beyond 48, or whether women should be put on the night shift, he talks it over with these liaison officers, who advise him as to the need for relaxation. It has worked beautifully.

Miss Stitt. What do you do, Miss Papert, when a restaurant asks for permission to employ women more than 48 hours?

Miss Papert (New York). As Mr. Hertzberger has indicated, the term war work as defined in our laws is clear-cut. If a firm holding a war contract has a cafeteria and needs to employ women longer than 48 hours so they can serve food to the war workers, dispensations have been granted. No dispensations have been granted to restaurants outside war plants, though there have been requests from such restaurants. For instance, one restaurant in New York City, near a terminal where war workers from Jersey get off the ferry, claims it is feeding war workers and should have a dispensation. We also have had some requests from laundries. The fuel situation complicated the problem for laundries in New York City and up-State.

The day the newspapers carried the story about the introduction of an amendment to the dispensation bill extending coverage to any industry necessary "to promote and protect the public health and welfare," our office was swamped with telephone calls inquiring about permits. It may be that certain essential civilian industries cannot operate under ordinary peacetime regulations. But I think we have a real problem in determining what are essential industries, and in setting standards for granting dispensations.

Mr. Gibson (Michigan). I shouldn't discuss maintaining hour standards for women, I suppose, when in Michigan we have a very old and antiquated law which permits women's employment for 54 hours a week and 10 hours a day. But we have our problems with even that type of law. I think if our law permitted 12 hours a day and 70 hours a week we would still have requests for exemptions. That is so because industry is lazy and wants to take the easiest way out. It is easier to increase hours than to train new people to do the work.

In the very early stages of the war one of our industries in Michigan found it difficult to get machinery and other equipment and asked for longer hours. We surveyed the industry and allowed them temporarily to employ women 10 hours a day for 6 days. The result was that after 30 days of these long hours practically all the girls took Saturday afternoon off to have their hair curled and do their shopping. Absenteeism increased so much that the effect of the permit to employ women longer hours was counteracted. That was the last permit I gave.

I gave one temporary permit for a week end. A plant had some very vital war materials to get out and I allowed them to work through one Sunday in violation of the law. I think such temporary exemptions are essential to the war effort. But this basic program of a maximum 48-hour week and 8-hour day agreed on in December by the groups that were called into Washington is absolutely essential to maximum production. I think that experience will show that when we exceed that limit production suffers so much that we gain nothing by working the additional hours.

The other day a plant called to ask permission to work on Sunday. I said, "What is your hour schedule?" They had just changed from three 8-hour shifts to two 9-hour shifts, 7 days a week. To me that isn't the way to increase production; it is the best way in the world to decrease it. Naturally I didn't give permission to employ workers 7 days a week. If their production wasn't essential enough to warrant three 8-hour shifts, it wasn't essential enough to warrant an exemption. I think this whole question of the maximum hours women should work centers around one thing, and that is maximum production.

We have seen a lot in the papers about absenteeism in the last few days. But I defy you to work anyone 7 days a week, or even 6 days a week on long shifts, and not have an avalanche of absenteeism. It is inevitable. A recent General Motors study showed that absenteeism was much greater among women employees than among the stable male employees in a plant. It showed that there is far less absenteeism among the new women employees than among new male employees. The explanation was that these new girls had worked in service trades where the hours are longer than the average manufacturing day. They had been used to working six days a week. The men were floaters that never had worked very steadily anywhere. I think as we put more married women on the production line this problem is going to increase. Married women have to have one day off for home duties. They will not continue to work if they don't, or they will be absent one day.

Minors are a problem with all of us. I don't know where all the minors are to come from to fill the jobs people think they can fill during the coming months. I agree with the labor commissioners from other States, minors in bowling alleys are going to have to go. A lot of us are going to have to do without service we are used to, if we are to produce munitions necessary to the successful execution of this war.

I think the standards set up in December should be maintained. In an emergency exemptions might be made, but we should not vary them very much even then if we are to get maximum efficiency.

Miss Anderson. I wonder if we could hear from the War Department as to just how they have got along with this exemption procedure.

Major Sufrin. I represent the Industrial Personnel Division of the War Department; Mr. Mitchell was unable to come this afternoon and asked me to bring you his greetings.

On the whole, we have found a very cooperative attitude on the part of the States. The whole question of our relations with the States and with the Department of Labor in relaxation of State laws on one hand and Federal laws on the other has been working out. I should like to point out a little bit about the organization of the War Department, because I think by doing that it will help some of the commissioners. The country is divided into nine Service Commands; each Service Command has a branch called the labor branch with a chief. In addition the supply services have labor officers. The supply services, the actual agencies which make the goods or which supervise their contractors' making the goods, are in the first instance charged with the responsibility of seeing that the labor matters are handled properly, from the viewpoint of the War Department.

In some instances the supply services actually have officers who do nothing but concern themselves with labor problems as labor supply, the relaxation of labor laws probably being a secondary problem, on the whole. Certain supply services have felt they don't want a man specifically detailed to concern himself with labor problems, but rather they are contracting officers who frequently remain in one plant or divide their time among a few plants, and as a labor supply officer, or the officer concerned with relaxation of labor laws or certain other labor matters.

Our instructions to the labor officers in the field include information with respect to the question of relaxation of labor laws. This question is basically one which is the concern of our contractors. I think it true to say that we hired them to get production. Consequently, if there is a question having to do with the relaxation of a labor law, the contractor should go to the appropriate State agency to see what he can do about getting relaxation. Frequently the State agency says to the contractor that it would like to have some more authoritative statement on this. In those instances the labor officer, if in his opinion relaxation is necessary, will go with the contractor or go by himself to the State department to bring the matter to its attention.

We have instructed our labor officers not to be capricious in attempting to secure relaxation. We have told them to be sure that there was no available labor supply, or if there was available labor supply the relaxation for a very short time would be very pointless. For example, in my own State of Ohio to pull in 300 women to the Goodrich plant for a period of two days or a week, while some other plant might need them very badly, would be pointless. In those cases we told our labor officers to make statements to the State agencies concerning the facts.

The War Department doesn't like to be in the position of bludgeoning somebody. There was an undertone among some of the commissioners that the Department had put some pressure on them. That is not our purpose. What we are trying is simply to inform the State through the contractor, or directly, as to the importance of production and whatever we happen to know about the labor supply.

The Commissioner from Ohio, I think, raised the question of mosquito netting. That occurred in several States at the same time and is an interesting story of not much importance now. That was right before the invasion of Africa and we had orders to see that certain particular items were gotten at a certain time because the troop ships would be leaving. We guessed something was going on in a hot climate; none of us knew what. Several States were requested to relax hour laws for women on that occasion.

In cases of military activity you are bound to have certain cases where the War Department doesn't tell the officers getting the job done why the job is being done. I think that is what people mean when they say "he is a good soldier." We just say we have to do it and then do anything to get the job done. But on the whole, there have been very few conflicts with the States and very little misunderstanding. In the past four months since these things have been coming over my desk, I have noted a steady decline in requests for relaxation. Four months ago there were several a week; we now have them very infrequently.

I went through that little story of how our relaxation requests originate, and the theory behind it, because the War Department has a fairly well thought out policy on the matter and we try never to act capriciously, never to take over any of the functions which are properly those of the State.

Miss Anderson. Does the War Department feel that this method of relaxation is working out fairly well for them?

Major Sufrin. On the whole, yes.

Miss Anderson. I wonder if someone else from the War Department has anything to contribute.

Captain Sullivan. Representing the Air Forces, I can say that in 16 States in our district we have had in the past nine months only one request for intervention and that was in Indiana; it was not relaxation but new legislation. We passed the ball back to the contractor and the labor leaders because we feel that this word necessity is one that comes to us from the combat fronts; they are necessary war materials, determined either by strategic considerations or combat considerations. The poor procurement officer has to get the stuff out. He has no alternative. If in his ambition to make good on the job he gets his neck out occasionally in trying to aid the contractor in getting relaxation and exemption or new legislation, that is not because he represents the War Department's policy, it is because of his enthusiasm in his job and the pressure is on him, the heat is on him, to get this particular tool out, needed at the front, and he can't make excuses, because he is in the Army. He won't last long as a procurement officer or resident representative if he doesn't deliver the goods.

We think that is a civilian problem that affects social and economic policy; not a military problem. We want the civilians to get out the tools. The military forces will do the fighting but we must have the tools.

Miss Anderson. Has anyone else from the War Department anything to contribute?

Colonel Walker of the Office of the Quartermaster General explained the serious labor shortage that is anticipated in the canning industry, and asked what policy the State labor commissioners would follow in granting requests for longer hours in canneries. It appeared from the discussion that followed that canning is considered a war industry by the labor commissioners and permits are granted to canners on the same basis as to other producers holding war contracts. Colonel Walker explained further that it was the "very definite policy of the Army never to permit itself to be used as the lever to break down any State law or the rulings of any department." Conditions over which the War Department has no control sometimes make temporary relaxation necessary.

Summary of the Discussion of Standards

The question of the standards that should be incorporate in permits granting exemptions from State labor laws was raised, and the discussion is summarized as follows:

The period for which permits are granted.--It was agreed that permits should be granted for short periods only and renewed only when absolutely necessary. Thirty days was the usual maximum period. Twenty-four hours was common in cases of short emergencies. In Rhode Island the consent of the women employees to work longer than 48 hours must be secured before a permit is issued.

Lunch periods.--The 30-minute lunch period was agreed on as the standard that should be maintained. Massachusetts never permits a shorter period.

Pennsylvania has allowed two 15-minute periods in an 8-hour workday when a plant has been in the act of changing to a 3-shift basis. New York has granted a few permits for 20-minute lunch periods on the condition that the period be paid for and that satisfactory eating facilities within the plant be provided.

Seven-day week.--The 7-day week is an employment condition unanimously condemned by the conference. New York practically never issues a permit authorizing the employment of women for 7 days a week. The employment of men on 7 consecutive days 6 times in 6 months has been permitted. Mr. Connolly of Rhode Island and Mr. Gibson of Michigan expressed strong opposition to relaxing 1-day's-rest-in-7 regulations, because they believe production seriously suffers as a result of seven days' continuous employment. Mr. Gordon of the British Embassy told the conference that a firm in the east of England recently had been prosecuted for employing women 21 consecutive days - 7 days a week for 3 weeks - and that Mr. Bevin, Minister of Labor and National Services, had approved the prosecution.

Resolutions Committee

At the request of the conference Miss Anderson appointed a resolutions committee, naming Mr. William L. Connolly of Rhode Island chairman and Mr. John W. Gibson of Michigan member. (For the resolutions adopted by the conference see pages 70-71.)

March 12, Morning Session

Industrial Safety and Health Standards for Women Workers

Mary Anderson, Director, Women's Bureau, Presiding

Miss Anderson. This morning we are to discuss the industrial safety and health standards for women workers, and I have asked Mrs. Mettert, who is our specialist on that question, to give us a little outline of the problems before we begin the general discussion.

Mrs. Mettert. Miss Anderson, ladies and gentlemen: America's grim industrial race to turn out the weapons of freedom is likely to produce as unwanted byproducts a variety of industrial injuries and diseases. The mimeographed sheet that has been distributed among you outlines some of these byproducts especially as they may affect women. It is of the utmost importance to war production that everything possible be done to maintain the health and safety of women workers at this time. Only by prompt investigation of unusual illnesses or preferably by preventive advance measures can potentially dangerous conditions be eliminated or reduced. It is essential that State inspection services be maintained at a high level of efficiency so that we can know what are the effects on women of new exposures during the war period. Thorough inspection also is necessary so that we can evaluate preventive programs.

We know from past experience that women have been more harmfully affected than men by certain industrial exposures. We have at this time a great many new exposures with which we have no experience and it is quite probable that women may suffer from such exposures in somewhat different manner from men. First, there must be a background of knowledge of what is happening to women in industry, the extent of their injuries, where these injuries are occurring, and other facts about them. Such knowledge to be useful should be current and detailed. From the facts that we have about women's injuries we know now that they are increasing very rapidly, probably more rapidly than women's expansion in employment would warrant, because women are not only increasing in numbers in industry but they are going into heavy and hazardous jobs.

A machine that is guarded so that it is safe for men is not necessarily so safe for a woman worker. It is essential when women are to be placed on machines formerly manned by men that some survey be made to determine whether it will be as safe for women as for men. A recent injury in an Ohio machine shop indicates the value of such a survey. In this case the girl lost the tip of her left index finger while operating a screw machine. Investigation showed that the injured girl had exceptionally small fingers; she had met injury while placing a bolt in the top of the turret with her right hand. The cross slide which had completed this cut backed up and caught her finger. The space

in which the finger was caught was so small that a man's finger could not have entered it. In a Buffalo plant a punch-press accident was attributed to the smaller fingers of the woman who replaced the male operator.

Difference in height was discussed yesterday in connection with placement of women. Height may also be a factor in safety. If a girl is short her head may be brought closer to the moving parts of the machinery than is safe or her hands may be too far away from the controls. It is important in safety to recognize that most machines, tools, and other industrial equipment were designed for men who are on the average some five inches taller than women and whose reach is more than correspondingly longer.

After a machine is fully guarded it is still important to provide personal protective equipment for machine operators. The safety clothing that has been devised for women falls into this category. Perhaps the most distressing accident that occurs to women in industry is that resulting from hair catching in the moving parts of machinery. British accident statistics show that 179 accidents occurred from that cause in 1941. We have no similar analysis of American accidents, but we know from the many cases that come to our attention that there are many such cases occurring in this country. These accidents are mainly due to hair catching on spindles of drills or similar machines.

Attempts to frighten girls into wearing approved headgear generally prove useless. If this headwear is introduced in a democratic fashion it is usually accepted and worn. It should be comfortable and attractive. That such headwear is not only for safety, which may not make too great an impression on girl operators, but that it is a great protection to the hair, keeping it clean, and free from dirt, oils, and greases, may be stressed.

The question of how heavy work women should be allowed to do has occasioned much discussion. The problem has been handled best by making every possible use of mechanical means of lifting and carrying. When that is not possible, special consideration should be given to selecting the women who are to be placed on heavy jobs. When they are put on heavy work they should be given special training and education in methods of lifting and handling material.

Some firms have set definite weight limitations beyond which women are not allowed to lift; 25 pounds is the most usual such limitation. Some of these limitations are based on studies made within the plant of the fatigue that results from lifting objects of different weights. Of course a great many things must be taken into consideration in weight lifting - the number of times the object is to be lifted, the way it is to be lifted, whether a vertical or a horizontal lift, the distance it is carried, and whether it is carried up or down stairs or ramps.

Exposure of women to harmful conditions and harmful materials in industry has greatly increased. In recent prewar years women were rarely employed in American industry on jobs on which they were exposed to the most serious lead hazards. Now we have reports from New York to California that women are replacing men in storage-battery manufacturing and in other occupations where there are serious lead hazards. Lead poisoning, of course, may be extremely serious to men, but it can have even more serious results for women operators. In spite of the fact that preventive measures are very well known, recent investigation shows that plants do not always maintain the best conditions. In some storage-battery plants women habitually wear their work clothes home. Plants that have had men workers for many years have, of course, installed showers for them, but for the newer women workers these very necessary facilities have not in all cases been installed. In one very dirty shop men and women were found eating without washing, and in their 10-minute rest periods they were practically all smoking without washing. In a common peacetime and relatively safe occupation for women, that of soldering, a lead hazard recently has developed. The reduction of the amount of tin that may be used in solder has caused an increase in the amount of lead. As a result the temperature of the solder must be increased. There is a definite lead fume hazard from this increased amount of lead and higher temperature.

The question has been raised as to the poisonous materials that are included in spray paints and dopes used in the aircraft industry. These dopes are thinned with toxic volatile solvents that have definite hazards. They may include toluene, amyl acetate, butyl acetate, or acetone. Doping and spray painting should be done in booths provided with exhaust ventilation to assure proper protection. If the work must be done on the open floor, spray painting and doping should be done only by operators supplied with air-hose masks and the workroom itself should have general negative-pressure ventilation.

Cleanliness and good plant housekeeping are of first importance in industry; the factory inspectors can check on that and thus aid in reducing dangers of industrial poisoning. It is of the utmost importance that definite health maintenance programs for women be established in every plant in this country.

Summary of Discussion of Safety

In the ensuing discussion the following participated: Mrs. Ackroyd, Rhode Island; Mr. Blake, Division of Labor Standards; Mr. Connolly, Rhode Island; Mr. Davie, New Hampshire; Miss Erskine, Division of Labor Standards; Mr. Gibson, Michigan; Mr. Gordon, British Embassy; Mr. Hertzberger, New York; Mrs. Morrow, Pennsylvania; Commander Mitten, Navy Department; Mr. Roche, Maritime Commission; Mr. Tracy, Maritime Commission; Mr. Schmidt, New York; Capt. Sullivan, War Department, Air Force; Mr. Taylor, Maine; Mr. Zimmer, Division of Labor Standards.

The discussion centered around (1) the comparative frequency and severity of women's injuries and men's, (2) the special safety problems of women's work clothing, (3) the methods of instructing and supervising women workers, (4) the methods of enforcing safe work conditions on the employer, (5) the relation of excess fatigue and long hours to accident frequency, (6) special problems of control in connection with specified toxic materials, and (7) strain in heavy work.

Frequency and severity of women's injuries.--There was general agreement that women are cautious workers, often more amenable to safety instruction than men in the same jobs. Nevertheless, a 1942 Michigan study cited by Mr. Gibson showed greatly increasing accident frequency among new women employees. Men's accidents continued to be much more severe than women's because of their heavier and more dangerous duties. The frequency of women's injuries seemed to be a result of women's greater care in reporting minor injuries, lack of safe clothing, lack of proper supervision, and insufficient safety education.

The high accident rate in the shipyard industry was cited by Mr. Roche, Maritime Commission, as the reason for a conference in Chicago at which about 90 percent of the industry was represented. Standards were developed for safety organizations and safety policy. These standards included setting up safety departments, hospitalization and first-aid facilities, safe-practice procedures for all crafts and shipyards. It is expected there will be about 400,000 women in shipyards before the end of the year. Accident records will be kept and broken down according to sex. Present experience indicates that women do not have so many accidents as men in the shipyards and that they generally cooperate better than men.

Mr. Gordon spoke of the great increase in accident rates in Great Britain. While the increase has been greater for women, the accident rate among women is still not so high as among men. Transfer of women from the relatively safer work such as clothing trades to munitions accounts for much of the increase among women. Influence of the blackout, long hours, and poor ventilation have had their effects on the accident rates. Statistics in Britain do show increasingly good control of poisonous materials. Rigid standards are maintained for machine guarding.

Mr. Blake pointed out that the high accident rate in the United States is much affected by the poor safety performance of small industrial establishments that make up 80 to 90 percent of industries in this country. It is to be hoped that the present effort to make jobs safe for new women workers will result also in safer conditions for men.

Mr. Taylor said his experience in Maine shows that women are more careful than men and have fewer accidents. He pointed out that the accidents women have frequently result from fatigue caused by long hours of work. In one instance, he cited, the injured woman had been working 7 days a week, 11 hours a day.

Special safety problems of women's work clothing.--Mr. Roche of the Maritime Commission discussed the method by which standard safety garments were chosen for women in shipyards. Samples of work clothing for women were submitted from 175 firms to the Chicago conference. Detailed recommendations were made for specific safety considerations that the shipbuilding industry wanted in women's work clothing. A two-piece or coverall uniform with double sewed, flat seams, was decided upon. Provision must be made for binding overalls smoothly at the ankle. Long sleeves are required for outside work, short sleeves for shop work. Consideration must be given to design to fit the woman's figure and allow complete freedom of movement. Standards call for drop seats, and concealed buttons whether in front or back.

The enforcement of safety rules applying to work clothing occasioned much discussion. Mr. Gordon said on the question of frightening women into wearing safe clothes, "Personally, I am all against fear and everything to do with fear, and I don't think you are going to achieve good results by frightening people into doing things, whether they are right or whether they are wrong... I think the line of approach likely to be much more successful is education. I think there is a much greater possibility of successful reduction of accidents if people understand the hazards."

Mr. Gibson pointed out the need for considering safety standards before induction of new women and the value of having the required safety clothing available at the plant or at a specified convenient place.

The need for liberalization of rationing safety shoes was mentioned by several.

Mr. Hertzberger gave as his experience that the enforcement of regulations regarding the wearing of safety clothing and equipment is no greater a problem among women than among men.

Mr. Blake pointed out that spindles of drills and other machines can and should be guarded, thus preventing many of the injuries occurring as a result of hair entangling with these moving parts.

Mr. Connolly urged that wearing of safe clothing be made a condition of employment and that State enforcing agencies under the authority they now have require managements to set up safe conditions and enforce necessary safety rules including safe clothing practices.

The methods of instructing and supervising new women workers.--Mr. Roche reported that the established standards for shipyard safety call for safety training along with craft training. Preliminary survey showed that the instructors themselves did not always obey the safety instruction they gave to students. In one shipyard the incidence of eyeflash was 50 percent higher among students who had graduated from such a school than among men who had never taken the course. Now safety must be part of the craft training.

Captain Sullivan reported on the indoctrination course given women in an aircraft plant. Training for safety is given at the machine and by the use of safety films. In addition to good basic training, safety teaching is followed up by supervision all down the line, by shop stewards, committeemen, and fellow workers.

Mr. Hertzberger stated that basically important is inducting women into industry by teaching them the safe manner of working. Given the safety equipment they will use it because they are conscientious workers.

Mr. Gordon described the duties of welfare officers in Britain in this respect. Not only do they aid greatly in reducing absenteeism by unraveling knotty personal problems but they draw attention to ways of avoiding accidents that may occur and instill into workers a sense of responsibility for preventing accidents.

Mr. Blake brought out the need for starting the worker right. After habits of working are formed it may be very difficult to make necessary changes. When a person is introduced to the work he should be instructed clearly and fully in the way he is to do it. With continued instruction and supervision on the job most of the problems are solved.

Mr. Taylor emphasized the need for capable and safety-minded directors and supervisors. Introduced to the safety director in a Maine plant he mentioned seeing a workman grinding without eye protection. The safety director replied, "Yes, but they are his eyes." To avoid accidents workers must be brought into group meetings to discuss their safety problems and inculcate safety habits of thinking.

Methods of enforcing safe conditions of work.--Several speakers brought out the need not only of educating workers to safe practices but of insuring safe conditions of work. Mr. Blake said, "As far as my experience goes perhaps 2 or 3 percent of American industrial establishments at the most carry on their work in a way that is representative of good safety performance, and the tremendous majority are indifferent or poor, and our problem in licking accidents in this country is one of getting average performance somewhere near what we recognize as good performance. Eighty or 90 percent of our industries in America are made up of smaller establishments. We have to lift the level of performance of the hundreds of thousands of establishments of that sort before we make any very big hole in our national accident rate."

Mr. Connolly spoke on this point: "We have heard that if we are to prevent accidents among women we must educate the women. I don't believe I fully agree with that.

"The Maritime Commission can rule with an iron hand the shipyards of the country; they can make these standards conditions of employment; they can say, 'You must wear safety shoes in that plant.'

"I think this conference should not leave this subject just by saying that the worker should be educated. I was interested to hear Mr. Zimmer say that they could be frightened into it. I think they can be, if they see a serious accident, but I hope we don't have to have these serious accidents in every plant to make the people realize that they should be safety minded.

"We have to do what they do in the Navy; we have to do what they do in the Army. Certainly I don't believe in regimentation of workers, but this is a very serious problem and I hope sincerely that the recommendations coming out of this conference will be along the lines that have prevented accidents everywhere, that is, by mandatory rules. The Maritime Commission which lets contracts lays down the rules. The Navy, the Army, and the Air Corps likewise. If we can set standards and then force those standards on industry, we can prevent many of these accidents.

"I think that is the only way we are going to cut this accident rate to any appreciable extent. I know from my experience in the State of Rhode Island that unless I have the law on my side I can't go in to the management and get them to do anything. Unless I can say, if you don't do it you will be prosecuted, they won't do it.

"We had a scalping case in Rhode Island. Some inspector from the Federal Government came in before the inspector from the State went in. The girl caught her hair on a movable belt and was completely scalped. They built some kind of contraption around the belt that was positively useless. We went in and said to the manager, 'You have to change that; it isn't according to our specifications; you have to do it our way.' He gave us an argument. He put up a board fence or something that some Government official had said would be all right. It only added to the hazard. The law was on our side in that case and we demanded that he comply. We said, 'If you don't do it, we will swear out a warrant for your arrest', and he did it.

"We have to take a definite stand; we have to tell management, 'You are just not going to gamble with the lives and limbs and the health of these workers. You are going to protect them and we are going to police it and see that you do.' I hope that is the attitude this conference will take, and I hope the Maritime Commission, the Army, and the Navy will take those recommendations back to their organizations."

Others felt that the educational process was most important in getting employers to provide safe conditions as well as in getting employees to comply with safety rules.

The relation of excess fatigue and long hours to accident frequency.--Mr. Taylor spoke of the effect of excessive fatigue on accidents:

"I had an industrial report the other day that may interest you. A woman had a blood clot in her arm, a lost-time accident. She

was working in a plant that was engaged in manufacturing ammunition boxes and the record showed that she was working 7 days a week, 11 hours a day, 77 hours. I immediately went to that plant and had a little talk. The manager did know what the law was but he said he was compelled to get out production. Nothing of the kind. Our Maine law says 54 hours at the present time. We have tried to get it reduced to 48, but have been unsuccessful. I said, 'Brother, you are not going to work women over 54 hours a week and you might just as well start right now. I will give you an opportunity to abide by the law or listen to the judge.'

"He put that plant on a 6-day week, 54 hours for men and women, producing just as much as they did with the 7-day-week operation. I think that holds true in other industries. I think the excessively long hours per day and per week, regardless of whether male employees or female employees, have a great deal to do with our accident rate.

"A fellow who happened to be a shipyard worker picked me up one morning. We got to talking about the shipyard; he didn't know who I was; he doesn't know now. His father worked the previous week 102 hours! Now that type of workman, whether it is in war industry or any other industry, will help increase absenteeism; he will have accidents. I put in some 24 years on a 3-shift job, the graveyard shift from 11 to 7 one week out of three. I am familiar with it and I worked many a night in my sleep. If a man works excessively long hours, you are paying him to walk around in his sleep."

Mr. Davie pointed out that in New Hampshire when permission to work employees longer than specified legal hours is granted the certificate reminds the employer that the Wage-Hour law requires time and one-half for over 40 hours a week. This has proved a deterrent in some cases. New Hampshire has refused longer than a 48-hour week for night shifts and longer than a 54-hour week for day shifts.

Special problems of control for specified toxic materials.--Mr. Gordon spoke of the continuing decrease in injuries due to toxic materials in England. This can be attributed, he said, at least in part, to efforts to maintain a good nutritional status, particularly by the furnishing of milk to exposed workers.

Miss Erskine was asked to discuss dangers of work with mica and methods of control. Her statement, expanded somewhat by additional information she furnished later was as follows:

"Mica, comprising double silicates of alumina and alkaline metals (potassium soda), may also comprise other bases (magnesium, iron, lithia). In industry the outstanding mica hazards have been experienced in the manufacture of insulating plates for storage batteries. The dust is almost unique in its irritating mechanical action on the skin, the eyes, and respiratory passages. Continued exposure may cause eczematous and ulcerative lesions. This differs from true dermatitis in which initial irritation causes a systemic reaction. Micanite flakes united with an

insulating cement have caused difficulty among workers in the storage-battery industries.

"The new complete reports come from Russia in which the skin lesions were attributed primarily to the type of shellac used in cementing the micanite insulating plates. Russian industrial-hygiene literature notes loss of hair, affections of the upper respiratory tract, and a characteristic subcutaneous trouble resembling glands. On chronic exposures, micanite workers (particularly those producing insulators) are listed as suffering from undue fatigue, vertigo, headache, loss of hair, extreme dryness of mouth, coughing, occasional schlerosis of the apex of the lungs, heart disease, anemia (especially characteristic), and digestive disturbance.

"The action of mica dust seems little understood. It seems to penetrate the skin to subcutaneous tissue where it causes an obscure necrosis. In this sense the injury is more under the category of a traumatic than strictly systemic injury. The entry of mica dusts into the respiratory and digestive passages seems comparable to the effects of free silica.

"As the above indicates, it is essential that positive and localized ventilation control all dusts originating from the use of mica. The Russian findings are confirmed by scattered German reports from authoritative sources."

Strain in heavy work.--Mrs. Morrow cited the increased burden on inspectors resulting from revision of the weight-lifting order. The 15-pound limit for women in foundries was chaged to read excessive weight lifting. Application has been requested to service industries as well as other manufacturing industries. Waitresses are found to be lifting trays of dishes weighing 52 pounds. (Miss Anderson added that waitresses may walk many miles a day at their work.)

The change has put a great burden on inspection for determining when a weight is excessive and for suggesting changes.

March 12, Afternoon Session

Adjustments in Home and Factory to Reduce Absenteeism and Increase Production of Women Workers

Mary Anderson, Director, Women's Bureau, Presiding

Miss Anderson. The question for discussion this afternoon is the adjustments that must be made in home and factory to reduce absenteeism and increase the production of women workers. We feel that this subject is one of the most important to come before the conference, because home responsibilities and living conditions are as important to the women workers as factory conditions, and have as great a bearing on production. We hope, therefore, that we may have a full discussion of these problems. Mrs. Fredericksen of the Children's Bureau, who was to discuss plans for day care of children of working mothers, is not able to be here. We are very fortunate, however, in having with us the Chief of the Children's Bureau, Miss Lenroot, who will present this matter to us.

Miss Lenroot. Thank you, Miss Anderson. Ladies and gentlemen, I think the problems involved in the relation between care of children of employed mothers and wise employment policies with reference to mothers of young children, and the manpower problem, including the problem of absenteeism, are uppermost in your minds and do not need very much factual review from me. However, there are a few points which I should like to have us keep in mind as a background for our discussion.

Very frequently we think of child care in terms of the care of the child of preschool age, when as a matter of fact the problems of supervision of children of school age before and after school and during vacation and holiday periods are numerically greater than the problems of the preschool child. Local enrollment campaigns are being planned by the War Manpower Commission for 103 areas to be undertaken before July 1. Material presented by the Office of Defense Health and Welfare Services to the House Appropriations Committee and prepared in collaboration with the Manpower Commission, the Children's Bureau, and the Office of Education, gives data concerning the estimated number of children needing care in these 103 enrollment areas, based on the number of men and women in 1940 labor force and the estimated number of women to be added, with estimated numbers of children needing care because of the employment of these women. The figures total a very large number, somewhere in the neighborhood of 350,000 children.

Of course not nearly all these children will need community care at public expense. The majority will be provided for through individual arrangements, relatives, people in the home or neighbors outside the home, but there will be a substantial proportion who will need community services, paid for in part by contributions from the parents; and the proportion who will need community services is probably a good deal larger than it would have been if we had had this number of women in the labor force and children represented in normal times, because obviously the shortage of domestic help is a very important factor in the ability of women to provide substitute care when they enter employment.

The problems of care of children and of meeting also the other home responsibilities of the mother are very great, difficulties not only in terms of the job but also of the amount of labor required to substitute for the mother's work in the home, so that the net addition to the labor force involved in the addition of mothers is much less than the total number of mothers added.

For all these reasons policies have been adopted and reiterated, to the effect that active effort should not be made to recruit women with young children until full use has been made of all other sources of labor supply. Lady Simon, who has been in this country lecturing on subjects of child care in relation to the employment of women, is an authority on the problem in England. She is a member of the Education Committee of the Manchester City Council and is familiar with problems in the Lancashire area. She points out that as the employment of mothers increases, the number of workers needed for the service industries as well as the number needed to provide care for children increases, and particularly as one goes into the lower age groups. In England, and now increasingly in the United States, those concerned with the problems of children have been tremendously interested in the possibilities of increasing part-time employment as an alternative either to the employment of mothers or the full-time employment of mothers.

In spite, however, of all these precautions and all the assistance that can be given in developing employment policies that emphasize the importance of the home responsibilities of the mother, we know that there are many children now without adequate supervision because of the employment of mothers, and that the numbers are bound to increase.

In the first place the numbers of women going into employment on their own motion, without regard to whether active recruiting campaigns are carried on, will undoubtedly increase very greatly if fathers, much more generally than now, are taken into the armed services. We now estimate that about 140,000 babies will be born this year whose fathers are in the service.

We have no total figures of the numbers of children in the country whose mothers are working or the numbers needing care. We can only make estimates, but recent partial surveys in 49 areas or industries participating in the war effort, according to information in the hands of the Children's Bureau, showed over 61,700 children in need of care in these 49 areas or industries, of whom 27 percent were under six years and 73 percent between the ages of 6 and 14 years.

You cannot plan for adequate care of a child who is deprived in some degree of home supervision and care by reason of the employment of the mother without taking into consideration all aspects of his life, his health, his educational opportunities, his recreation - if he is a child of an age to have recreational activities apart from those within the nursery circle -- and the question of whether or not he has some adult who is responsible for knowing where he is and what kind of care he is getting. Therefore it has been necessary to emphasize in the development of day-care plans the fact that they must be developed on the basis of collaboration by a number of departments and agencies, a number of different professions, and with the participation of both nongovernmental and governmental interests. For this reason the Children's Bureau and other agencies early began to urge the formation of State day-care committees, and the Office of Civilian Defense and the Office of Defense Health and Welfare Services have collaborated in the effort to secure the establishment of these overall planning and policy-forming committees in the States. We now have 44 States with such committees, on which representatives of welfare, education, labor, health, and employment agencies serve, and very often representatives of nonofficial groups. Most of those committees are committees or subcommittees of State Defense Councils. There are several hundred local communities where there are committees similarly constituted.

The next principle that I want to emphasize is that you must have a variety of services in order to have your program adapted to a variety of needs, because you cannot provide for all children whose mothers are employed in the same way. It is obvious that you can't do this when you consider age distribution, but there are also other factors which enter in which make a varied program necessary. We had a

very interesting letter the other day from a person in Pennsylvania, a father who said, "I can quite understand why you need different types of care in a day-care program, because I have two boys whose ages are so-and-so. The two boys would need quite different types of care because of their differing situations."

The child under two should never be cared for in group care in a nursery or day-care center, because experience through the years has shown that babies do not thrive under that kind of care. They do not get enough individual attention and the danger of infection is greater. We hope that mothers of infants under two will be the last to be called upon, but we know that many are already working. The very fact that many babies are coming into families where the father is in the service and the mother is receiving an allowance or allotment from the Government means that very often she will feel that she needs to supplement her income and so for these babies a system of individual care in what we call foster-family day-care homes is necessary, homes carefully selected and supervised under State law and State standards.

The sick child obviously needs special care, either in some sort of a convalescent home or sick bay, as they have been developed in England, or in individual foster-family homes or special quarters in a group-care center. Then there are the preschool children who need full-time care in which the principles of nursery-school education are carried on. That care may be provided either in nursery schools in existing school facilities with an extended all-day program, or in day-care centers in the community.

The school children I have mentioned as needing a variety of programs for before- and after-school supervision may be provided with a home base through extended school activities which are being promoted by the Office of Education, or through before- and after-school care in individual family homes, or through a variety of recreational and other activities available to them. All these require the cooperation of different agencies, both public and private.

For some children a type of care that has come to be called "homemaker service" is the best possible type of care, where a woman with some training and under some supervision is sent into a home to do the homemaking job and look after the children. It is very difficult to secure that kind of care now because it is expensive and because of the shortage of women available for it, but for some types of children, especially sick children and perhaps for families where there are several children, that may be the best type of care.

Basic to all these is the information and counseling service which should precede the decision as to what type of care should be given, and if possible even the decision as to whether or not the mother should be employed. All these are elements in a community child-care plan which should be developed through the collaboration of various agencies represented on a community committee.

In order to promote State and local planning the child-welfare workers, who are already employed in all the States and in a number of communities under the child-welfare-service part of the Social Security Act, have given a good deal of attention to this problem. In some States the child-welfare-service funds are still carrying responsibility for this planning, but obviously they cannot carry the full load because of the ramifications of the program and the amount of funds required. Last August, an emergency allotment of $400,000 was made available from the President's Emergency Fundto be used on the basis of grants to State welfare agencies on the recommendation of the Children's Bureau, and to State education agencies on the recommendation of the Office of Education. Those grants are to be used for overall planning, fact finding, and administrative services on the State level or the local level, but are not available for actual operation of day-care centers or extended school programs or other types of operating programs. The reason for this limitation was that the WPA program was still in existence, with a minimum of $6,000,000 earmarked for WPA nursery schools, and it was being determined as to whether or not Lanham Act funds could be made available. Under the President's Emergency Fund there are now 23 States that have submitted welfare plans through the Children's Bureau, all of which have been approved; and 30 States that have submitted plans through the Office of Education, of which 26 have been approved by the Office of Defense Health and Welfare Services.

In over 30 States there is one or another plan in operation and in upward of 20 States both plans are in operation. We have felt that this was not merely an educational program or merely a community program; it has to involve the education and welfare agencies and the collaboration of the health agencies, which in every case must be drawn into the planning from the point of view of health protection. The welfare-department plans have provided for 116 consultants, of whom 20 are in the State offices as directors of State day-care programs or as State consultants or coordinators, or secretaries of committees, 32 are to serve as field consultants on a regional basis within the State, and 64 are to be employed in local areas for assistance in community planning and organization.

As time went on it became obvious that it was essential that services and funds should flow through coordinated channels and that it was difficult to separate planning and administration from operation. The Bureau of the Budget, with the approval of the President, recommended the inclusion of an item of $2,884,000 for payments to States and $89,000 for Federal administration to be included in the first Deficiency Appropriation Act, to provide an extension of the grant-in-aid plan now being used through the Office of Defense Health and Welfare Services to include operating expenses, leaving the Lanham Act funds for construction and major repairs of $1,000 and over.

Testimony as to need and program has been presented in hearings before both House and Senate committees on appropriations, and the matter, I suppose, is up on the floor of the Senate right now. The item was not included in the bill as it passed the House but the Senate committee recommended its restoration. On the last page of the statement

which has been placed in your hands 1/ is an explanation of the procedure for obtaining Federal funds under the present grant-in-aid program.

I want to go back to the labor side of the problem of day care, the question of shifts. Rotating shifts make it almost impossible to work out plans for children, and shifts which mean the employment of women in late evening hours or on graveyard shifts also make it very difficult. There is one thing that we are very anxious to avoid, if possible, and that is 24-hour care for children, day and night care which means setting up institutions and separating the children from their parents. We know there are very great problems involved in the question of assignments to shifts. We had a conference with representatives of various labor groups to explore this problem and the people there present thought that if the right kind of an appeal were made, organized labor would be sympathetic to the policy outlined by the Manpower Commission as to assignment to shifts. If we can get the basic program planning straightened out so that we know who has the funds and we can carry forward the plans being developed in the local communities, I think one of the major functions of the local committees will be cooperation with labor and management in trying to solve these very knotty problems of shift assignments.

1/ See pages immediately following.

SERVICES FOR CHILDREN OF WORKING MOTHERS

(Prepared by Children's Bureau and distributed at the Conference)

THE NEED

The war is not yet won. Winning depends not only upon the millions of men who are in the armed forces but also upon the millions who are being used as a source of labor supply for war industries. These include women as well as men. The Bureau of Labor Statistics estimated that at the end of the first quarter of 1942 a million women were employed in war production, and that by the end of 1943 a total of 6 million women will be so employed. Meanwhile there will be an increase in the number of women taking the place of men who left nonwar employment.

Although it is the policy of the War Manpower Commission to conduct no active recruitment of women with young children until other labor resources have been exhausted, it is inevitable that a large number of such women will go into war production. They will play an important part in the war effort. But it is equally important to the war effort to conserve the value of family life and provide care and protection for their children while the mothers are at work. It is, after all, in behalf of the family that we are fighting to preserve the American way of life.

It is, therefore, imperative that essential day-care facilities for children be planned by every community in which large numbers of mothers of young children are employed or will soon be employed in activities essential to the war effort.

State leadership and guidance and, when necessary, Federal assistance are essential if day-care services are to be available wherever the need is urgent.

COMMUNITY PROGRAMS FOR DAY CARE

1. Counseling Service.--Individual counseling service for mothers who wish help in planning for the care of their children.

2. Foster-Family Day Care.--Placing children whose mothers are working in war production with private families for day care.

3. Centers for Group Care.--To provide substitute family care for any child according to his age and interests while parents are employed.

4. Before- and After-School Care for the School-Age Child.--Providing after-school programs for the out-of-school hours during the time parents are away at work.

5. Nursery Schools.--To provide nursery-school programs for children of preschool age.

6. Homemaker Service.--A program which provides for sending a qualified person into the home to carry on the home duties while the mother is working.

7. Supplementary Care for Sick Children.--Arranging facilities through homemakers or other well-qualified personnel for care during temporary or long-time illness of children whose mothers are working in war production.

PROCEDURES FOR OBTAINING FEDERAL FUNDS

Funds for the employment of staff to stimulate and coordinate State and local resources for the care of children of working mothers are available under an allocation of $400,000 from the President's Emergency Fund. These funds may be obtained from the Office of Defense Health and Welfare Services on the basis of plans worked out in the community in cooperation with the local day-care committee (usually a subcommittee of the Defense Council) and other interested public and private agencies. They are then submitted to the State Department of Public Welfare or State Department of Education for inclusion in a State plan for day-care services. The State Committee on Child Care reviews the plans and makes recommendations concerning them.

The U. S. Office of Education has responsibility for giving consultation services and for reviewing and recommending approval of plans submitted by the State Departments of Education; and the Children's Bureau has responsibility for giving consultation services and for reviewing and recommending approval of plans submitted by the State Departments of Welfare.

Forms and instructions for use in the preparation of these plans may be obtained from the Regional Offices of the Office of Defense Health and Welfare Services.

The funds from the President's allocation will expire May 15, 1943. A request for funds to continue this program and to provide funds for the operation of the services listed on the previous page has been submitted to Congress and is under consideration at the present time.

Information concerning procedures in obtaining funds under the Lanham Act may be obtained from the Federal Works Agency in Washington or the regional office and the State WPA supervisors.

Miss Anderson. Thank you, Miss Lenroot. Before we begin the discussion or ask questions we want the other part of the program presented. Miss Alice Angus of the Women's Bureau will discuss briefly the problem of absenteeism as it relates to women workers.

Miss Angus. The Women's Bureau has prepared a statement of the causes of absenteeism and some of the remedies we suggest. In my few opening remarks what I want to bring out is the approach that the Bureau takes to the problem. There are two points that I wish to make: First, we realize that absenteeism among women is due in great part to causes beyond their control as individuals and that in order to correct the problem some help must be given them by employers and by the communities in which they live. The second point, or second consideration that I think we should take up this afternoon, is what can State labor departments do to help employers, and also communities, correct the problem of absenteeism.

There has been a great deal said about absenteeism, particularly lately, and much of the newspaper discussion regards it as a new form of delinquency. Very little is said - in the press, at least - about justifiable or involuntary absenteeism. There is a bill in Congress now, as you all know, to make men who are absent a certain number of times subject to the draft even though they are necessary and engaged in essential occupations. Then as a corollary to that it has been suggested that names of people not subject to the draft, who would be women to a large extent, be posted in the local post offices and made a subject of public display or shame. All this shows what we think is an inadequate and basically wrong approach to the problem of absenteeism because it doesn't get at the causes.

Actually absenteeism among women is something that they very often cannot control. Everyone here realizes that. Much absenteeism is involuntary and is due to causes that can be corrected only by the employer and the community. For instance, the Secretary said in her opening remarks yesterday that much absenteeism is due to sickness and that women have twice as much sickness as men. Then fatigue, which also is a very great cause of absenteeism, was mentioned several times yesterday in discussing women's hours of work. Mr. Gibson, you will remember, said that in one plant in Michigan where a permit had been granted to work very long hours, six days a week, women began taking Saturday afternoon off, both for reasons of fatigue and because of their outside personal problems. In this morning's session Mr. Gordon mentioned another cause of absenteeism, women's outside household responsibilities - that is, the difficulty they have in carrying on a full-time job in the factory and also keeping up a family, doing the shopping, marketing, and all the other things which must be done if you are going to carry on both jobs.

In that connection the best statement of the double job that many women are now doing in the war is made in a publication of the Ministry of Labor of Great Britain of last September, following

investigation of absenteeism in a number of factories. It is pertinent for the reason that the women who will be recruited from now on are going to come from the homemaker class more than they have in the past. Miss Perkins said yesterday that in this year, 1943, we shall need 2,750,000 more women and that possibly 2,500,000 of them must come from women who are now classed as homemakers. Now these women will not be able to get assistance in their homes, so will have to do their housework as well as their job at the factory. They will have a double job. This is what the British report referred to says about the problem.

> To understand the problem of absenteeism it is necessary to appreciate the tremendous sacrifices made by such a large proportion of the workers in accepting what amounts to a destruction of their home life. A married woman with a house and a husband and children already has a full-time job which is difficult to carry out in these days. Yet thousands of them are working long hours in factories. They are trying to do two full-time jobs. If they can carry on with a mere half-day per week off the ordinary factory hours they are achieving something marvelous. It is time somebody said more about women's efforts on these lines and more about the arrangements which ought to be made to enable them to carry on.
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> It is not only married women's home lives which have been completely upset, although they are the group needing most consideration. Men's home lives are disorganized by the fact that their wives, daughters, parents, other relations and neighbors are all going to work or because they have been sent away from their families to work. These major facts must be taken into consideration in forming opinions on absenteeism and in seeking remedies. They should not be confused with domestic difficulty but recognized as a tremendous sacrifice made by an enormous number of work people to help the war effort.

Recognizing, then, that absenteeism among women can only be corrected or partially reduced if they receive help with their problems from employers and communities, the next thing that I think should have consideration at this meeting is what State and Federal labor departments can do in a practical way to help the situation. State labor departments are in a particularly fortunate position in this respect because they already have contacts with the leading industrial plants in the States, with all the plants in the States. They know the working conditions at the factory and they are able to get information in the course of their usual work to show what may be causing absenteeism in a particular factory. They are often asked for advice, and they make valuable suggestions in addition to inspecting and enforcing laws.

May I comment on what the Women's Bureau has been doing since the beginning of the war to help employers with this problem and other problems. Right after Pearl Harbor our field agents began to make constructive suggestions to employers whom they interviewed in the course of their statistical investigations. At first, of course, employers were not much interested because they had very few women employed.

In 7 plants visited during the first survey that we made in the aircraft industry, in April 1941, there were only 143 women employed at that time. A year and a half later, December 1942, we went back to the same plants (and of course many others)and in these 7 plants there were 65,422 women employed. Naturally that increase of employment from 143 to 65,400 in a little over a year and a half had made employers aware of the need of constructive suggestions and the problems they were facing on which they might obtain some help from labor departments. I want to read a letter received this week about one of our field agents, showing that employers do appreciate constructive suggestions and that they are glad to have people come in and tell them how they can improve their working conditions and in that way meet some of their problems.

This letter is from one of the largest airplane companies in the Middle West. I will read just two paragraphs that are significant here:

> "Of all the Government people who have visited our plant, Miss Wolfe did one of the most constructive pieces of work with which we have yet come in contact. I told her quite frankly that she came into our plant with two strikes on her. All of our energy and efforts are bent towards the production of important airplanes it is our privilege to build. We are most anxious to do anything and everything to improve our working morale and otherwise aid that production program.
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> "All too frequently, however, people from the Government come to us with Washington desk plans that look fine on paper, but they just don't fit our particular problems. Miss Wolfe came down here and lived with us, so to speak; she learned our language and problems at first hand then went to groups of... citizens, men and women, and explained these problems. She also talked to groups of employees in and out of our plant, with splendid results. Her criticisms were tactfully made and her suggestions constructively given."

If you would be interested in knowing what the recommendations were which the employer found so valuable, I have here also the firm's schedule, to which is attached a copy of her recommendations. I will read them:

(1) Installation of women counselors to aid inexperienced women in making necessary adjustments to factory environment.

(2) A daily record of absenteeism kept by sex and by department. (In connection with absenteeism it is explained why it was higher in one department; the humidifying system had given employees continual head colds. This was something the management could correct and that was brought to its attention.)

(3) That women employees be allowed to have a voice in formulating rules and regulations concerning uniforms. (The Bureau's agent felt that if workers help make the rules they will observe them more readily.)

I thought the last point very interesting in connection with this morning's discussion when it was said that the Women's Bureau prefers a democratic method of getting employees to wear uniforms. Another suggestion made, you will remember, was that one good way of getting them to wear uniforms is to let them see a serious accident, or if that isn't feasible to show them a picture of a serious accident and have it on the wall at all times before them. One reason why the Women's Bureau prefers a democratic method is that if workers participate in deciding about uniforms they will be better satisfied with the type they are requested to wear and more willing to wear it.

In all plants, of course, there should be a system of keeping adequate records on absenteeism, not merely for the sake of keeping records but so that the records can be analyzed and the causes of absenteeism determined. In that way you can tell whether the absences occur more frequently in one department than others or whether one individual is more subject to sickness - or some other cause of absence - than other individuals are, and steps can be taken to correct it.

Another important method of control is to have one person responsible for checking causes of absence and for keeping records. This person may need assistance in a large plant but at least there should be a centralization of authority and it should be in a person who is capable of an understanding and tactful approach to the workers. Miss Wolfe suggested in her schedule that there should be women counselors; and those of you who attended the dinner last night heard Dr. Lubin say that on appeal cases on absenteeism in Great Britain they use women counselors, and that he wasn't allowed to sit in on one of the meetings because it was said "they wouldn't talk before a man." Of course, that is the reason for using women counselors and women to handle problems that deal particularly with women.

Another method which might be useful, which has been useful in some plants and will be increasingly useful in others, is part-time work for women. In Great Britain this system has been used a great deal. It has been recognized that some women, due to home responsibilities and young children, cannot do a full week's work in the factory and for that reason they have been used either part days or on alternate days, on half-shifts or in some other way, so that they do make some contribution to industry and still keep up their homes. In this country part-time

work has been tried in a few isolated plants that we have records of; it has also been tried to some extent in the service industries, which of course has a virtue because it releases service people for work in industry.

Another method of reducing absenteeism that State labor departments can suggest increasingly to employers is help to employees in transportation, since with poor transportation facilities a working day is, of course, lengthened at both ends, sometimes by two or three hours. Some companies furnish their own buses in an effort to solve this very difficult problem.

Before general discussion starts I want to say that the Women's Bureau has been building up a fund of information on this subject. We have our field agents now in all parts of the country and they are available for consultation with State labor departments as well as with employers. In this way we obtain information not confined by State lines, so if any particular problems arise on which you would like suggestions in advising employers we can tell you of methods that have proved successful in other communities and other States.

Summary of Discussion on Absenteeism

In opening the discussion Miss Anderson stated that absenteeism and day care of children are two very closely related subjects. Women workers' home responsibilities, including care of children, are among the chief causes of absenteeism. Adequate provision for day care of children would reduce absenteeism among women now employed and would also make additional numbers of women available for employment.

Day care.--Miss Lenroot stated that she had just received word that the Senate had not approved the appropriation for day care, which would mean delay in getting the program started. However, funds under the Lanham Act are still available.

The Lanham Act.--Questions were raised concerning the purposes for which funds under the Lanham Act may be used, and the procedure to be followed in obtaining such funds.

Miss Lenroot stated that the Lanham Act funds are granted for projects in local communities. To date they have been used only in connection with specific projects, a group of day nurseries or nursery schools, or similar services. However, it is still possible to make application for Lanham Act funds, going through the WPA State supervisor and the regional office of the Federal Works Agency. The Children's Bureau is the certifying agency as to war need for the welfare projects and the Office of Education is the certifying agency for education projects. Only a few welfare projects have matured and been finally approved. More education projects have been approved. About the middle of February

there were 28 approved projects under the Lanham Act, that is, 28 communities with approved projects, 260 units and 9,605 children estimated for. Pending approval there were 62 communities, 546 units and 22,000 children estimated for.

With respect to the procedure which must be followed in getting nursery schools started under the Lanham Act, it was said that requests usually go through the State board of education, but they can also go through the State welfare agency as a welfare project. It should be a community-wide project and there should be evidence of need from some sort of preliminary survey. Then it goes through the regional and/or State WPA officer - where they still exist - and from there to the Federal Works Agency. There is certification as to need by the Department of Education.

In answer to the question as to whether or not the State has to show financial deficit in order to get the funds, Miss Lenroot said it is no longer necessary. In December an operations letter was sent out which took the position that because of the necessity for developing this type of service, and the relative newness of the service, it was not possible to proceed on the deficit financing basis. The Federal Government will contribute only 50 percent of the total cost of operation, but certain items such as equipment and rental are not included in the cost of operation. The parents' fees are expected to cover a portion of the cost.

Miss Anderson asked whether money could be used under the Lanham Act for facilities in the District or in the community if need were demonstrated in relation to the war. For instance, in a small community outside of a big city, the housing would not be sufficient for the many new workers needed in that community, and no material would be available to build any more housing. For that reason, when new employees are needed the families already living there must supply them. Usually the supply will be the women, and they would need additional facilities. Is it possible under the Lanham Act to get money to start a community kitchen or laundry facilities, since the community cannot do this itself?

Miss Lenroot stated she has never heard of Lanham Act funds being used for such purposes, but she wouldn't say it was impossible. There would be difficulty, if it is a laundry facility or food facility, of determining under what auspices it should be conducted. Although the Lanham Act funds are not restricted by law to public agencies, usually preference is given to public agencies. In very few cases do they go through private agencies, so there would probably have to be a municipally-operated, or town-operated, project of some kind.

Location of day-care facilities.--Conference representatives were very much interested in the question of where day-care facilities should be located, whether in the plant, near the plant, or near the worker's home.

Mr. Gibson stated that in his opinion day-care facilities for preschool children should be in the vicinity of the plant where the mother works. This would make it convenient for employed women to bring children to the centers and would obviate the necessity of long roundabout rides by streetcar and bus to pick up the children before and after the day's work. Mr. Gibson stated that the plan of establishing day-care centers in schools was one of the weaknesses of the present program. On the other hand, he did not believe that day-care facilities should be inside the plant itself because such a program might lead to neglect of the child. Another problem which needs solution is that of the teen-age child. In his opinion the present policy of letting teen-age children roam at large while their mothers work will bring about an increase in juvenile delinquency.

Captain Sullivan pointed out that day-care facilities should not be located near war production plants because of the danger of explosions or bombings.

Miss Lenroot emphasized the necessity of locating day-care centers near the workers' homes instead of near the plants. She stated that it would be very undesirable to subject young children to long trips back and forth each day, and that many plants do not have a suitable environment for preschool children. She stated further, "A diversified plan should include a variety of measures, some of which would be individual homes located in the near neighborhood if there is no possibility of having group care of a center near at hand, and through some extension of a volunteer scheme the mother might have assistance in getting the children to the place of care."

Mrs. Ackroyd said that in Rhode Island they have set up many small nursery schools in neighborhoods where a large number of women are going to industry in the vicinity. The women may go into a variety of plants but they live close together and can use the nursery center in their area. Rhode Island is also organizing a day-care program for school-age children. Children will be registered in the schools. However, the program will be operated through other community facilities, not as an extension of the usual school program.

Determining the need for day-care facilities.--Mrs. Morrow raised the question as to how communities determine need for the establishment of day-care centers. Miss Lenroot stated that under the plan now being developed by the Office of Defense Health and Welfare Services with the cooperation of the Children's Bureau and the Office of Education, two criteria must be applied: First, there must be evidence of increased employment of women due to the war effort; second, there must be a study or estimates of the number of women or children who need these facilities. Experience shows there is usually one child in need of care for every 8 or 10 women employed.

Captain Sullivan stated that a survey in November in the Detroit area showed 15,000 children needing care. He believes the first step to alleviate the situation should be to expand the facilities of private nurseries in operation.

Mrs. Ackroyd pointed out that in Rhode Island various State and Federal agencies had cooperated in supplying information on the need for day-care facilities. As a result they were able to have Lanham funds made available on a State-wide basis instead of on a community basis, which in turn has made it possible to open new centers as the need arises.

Absenteeism

Long hours of work increase absenteeism.--Miss Papert stated that New York has just issued a report on wartime working hours for the firms that have been granted dispensations from the hours laws - from the 6-day week for men and the 48-hour law for women. The report supplements a previous one on the relation of hours of work to fatigue. One firm requested 60 hours and shortly afterward withdrew the request because it was found absenteeism increased within 2 months; both men and women got too tired. In another aircraft plant on a 6-hour week management found in a short time that absences increased by 15 percent. On a 54-hour week they still had more absences than they thought advisable. They then cut the hours and operated on a 3-shift basis.

Mr. Gibson said in the only case where he granted more than 54 hours (the Michigan law permits employment for 54 hours), the result was that the girls immediately took a half day off on Saturday, so the plant didn't gain anything by it. He stated that his standard recommendation is that no employer operate more than 8 hours a day or 48 hours a week. When an employer asks for a permanent extension of hours, he tells the employer that operation on such a basis will result in absenteeism and a curtailment of production.

Miss Anderson stated that a large aircraft plant in California reported to her that when the plant worked 10 hours a day with only men employed, absenteeism ranged from 10 to 15 percent. They began to employ women. California law prohibited employment of women beyond 48 hours a week. The company couldn't get an exemption so they adopted a 48-hour schedule for the entire plant. Absenteeism went down to 4 percent from its previous figure of 10 to 15 percent. The records show that long hours of work are a primary cause of fatigue and absenteeism.

Voluntary absenteeism.--Mr. Seitz brought up the subject of high wages and week-end dissipation as a cause of absenteeism. He stated that absenteeism is reported to be highest on Mondays. On the other hand, Monday absences can be caused by an accumulation of fatigue which makes it impossible for the worker, after an extended period of very long workdays, to get back to work the day after the Sunday let-down.

Mr. Davie pointed out that drunkenness is very often mentioned as the cause of absenteeism, but his long experience and observation of workers led him to discredit such statements.

Adequate absentee records.—The importance of keeping adequate records of absence was emphasized by conference representatives.

Mr. Gibson stated that adequate records are an essential preliminary step before corrective action can be taken. In a Michigan plant where they started keeping adequate absentee records they were able to trace the causes in many cases to external environmental exposures in certain departments or sections in the plant. These causes were removed. Absentee records will also show the need of proper medical care in the plant.

Mr. Connolly advocated a standard form for keeping records of absences. State departments would distribute such forms to employers and help them to install a uniform record-keeping system.

Miss Papert stated that in New York employers are required to keep adequate absentee records as a condition for obtaining permits to employ women 18 to 21 on the third shift.

How State labor departments can help reduce absenteeism.—Mr. Gibson stated that education of workers and employers is a necessary concomitant of a program to reduce absenteeism. State departments can cooperate in educational programs. A series of posters in the plant can help educate workers. Workers must be made to realize the important relation between their home life and their work. Employers can be given specific recommendations as to the advantages of moderate working hours in reducing absenteeism.

Miss Papert stated that the department gives the employer constructive suggestions about work schedules in order to help with this problem. When a request for relaxation of the hour law is received, the inspector talks it over with the employer in the plant. The application is gone over by the departmental committee. Frequently the employer comes in for advice. The State department also has published a 6-months report based on an analysis of plant operation under relaxed hours. In this way, other employers can see that longer working hours increase absenteeism.

Mr. Gordon. I would like to mention what the British experience is in connection with the care of children. You may be interested to know how the organizations are started. There is cooperation between our local authorities, Ministry of Labor, and Ministry of Health. It is now necessary for any employer who wants to start a factory to get permission from the government to do it. The appropriate authorities, including the Ministry of Labor, are consulted where the factory is situated. We know through our employment exchanges the labor demands in the area and the labor supply available, and we can estimate roughly from that the number of children who require care, both in regard to those who are immobile and those who come to the area of employment. When the Regional Controller of the Ministry of Labor is satisfied there is inadequate provision for children, he at once notifies the Regional Office of Ministry of Health, who orders inquiry and if satisfied that provision is necessary arranges accordingly. We have wartime nurseries which are

directed under those circumstances where fully trained wardens or matrons assisted by experienced staff are employed. Some are open during the night if necessary. That doesn't provide for all circumstances and we have a scheme for Registered Daily Guardians. People who are prepared to mind children for the day register with the Maternity and Child Welfare Authority and children under five may be left with a person so registered. The mother makes her own arrangements as to payment to the Guardian but the Guardian is also paid a weekly sum by the State.

Invariably women who have children and who are immobile for that reason find they can take additional children and assist in this way. Then in addition to that for children under five we have nursery schools, which are developed in the elementary schools. Existing nursery classes in elementary schools have been extended. The age of admission has been reduced from 3 to 2 years and the classes are increasing at a rapid rate at the present time. Finally, for the older children we have play centers at the school and in order to develop these the schools have extended their hours; instead of opening from 8 to 9 in the morning they open at 7 or 8 and remain open until 6 or 7 at night. By those means we are helping to provide for the children of women going into factories.

As to the subject of absenteeism, I am sure there is nothing to add to what has been said this afternoon, because your experience is very much the same as ours. Absenteeism is probably either reasonable or unreasonable. Reasonable absenteeism, I think, can only be dealt with as we have said, by a number of remedies dependent upon the particular cause or causes of absences which must be ascertained. Long hours and consequent fatigue is a notable cause.

The workers' interests have to be looked after a good deal more in the future than in the past if we are going to reduce absenteeism to a minimum, and that I think at home we are doing. The Ministry of Labor set up a Factory and Welfare Advisory Board and consequent upon statutory orders made by him and through the agencies of our Welfare Officers and Factory Inspectors improved standards in factories, medical and health standards and accident prevention have been secured and good canteens and food arrangements have been established. Outside the factories many problems have been dealt with and where it is possible a good deal more useful recreation has been provided for the workers than in the past.

When we come to unreasonable absenteeism, I don't think anybody has much sympathy with that. By that I mean people staying away from work when they ought, in a national emergency, to be at work. Reasonable absenteeism is a matter which doesn't come into it. Unreasonable absenteeism I think can be dealt with and should be dealt with, and I think that is provided for very largely at home by the appointment of Personnel Officers within the factory who among other duties interest themselves in all problems confronting workers in their employment and

instead of reproaching them for absenteeism, as might have been the attitude in the past, try to explain to them their responsibilities, what their absences may have caused, and endeavor to develop that responsibility throughout the factory. Study of causes and understanding is required.

It is quite a common experience at home to find that when workers realize that their own absences in fact jeopardize the war effort and may cause loss of life they do respond, and when there is a collective responsibility among the workers the lot of a defaulting individual is a very unhappy one. It is by understanding the workers, understanding their problems and trying to make them recognize their right and lawful place in the machinery, that we are getting over some of these difficulties.

We also encourage employers to keep records of absenteeism, not merely for record purposes but to help in locating the trouble so that if possible the appropriate remedy can be provided.

One of the things we found was that workers on repetitive and monotonous processes lost interest and tired of their work. They did not understand what they were doing, why it was important, or in what way a day's absence would disturb anybody. Among other solutions it has been found that much good is derived from making it clear to the worker what he is doing and where his work fits into the final product. In many cases efforts were made to show the finished products to the workers, so that they could identify their own particular work. In some cases pilots who have actually flown airplanes have visited factories where they were made and talked to the workers. These measures tend to quicken interest and to encourage a greater responsibility in workers, which I think is the foundation of successful production rather than any punitive measures.

Before sitting down I think I ought to say a word about our Essential Work Orders. Those Orders provide, of course, that absenteeism is a criminal offense. You may wonder why we have done that. I am not arguing the merits of it at all. I don't suppose there is much disagreement that if a worker deliberately stays away and prejudices the lives of others it is indeed a criminal offense. One of our magistrates recently sent to prison for a considerable time a man who deliberately, knowing the circumstances, stayed away from his work, thereby delaying the production of some vital war munition due on a certain date, and by so doing imperiled the lives of others. We think he was rightly punished, but because we have that I don't want you to think that we are prosecuting and persecuting all people who are absent.

The sanction is behind the law and before the law was enacted, before the Orders were made, the effect of such legislation was considered by a Joint Committee which advised the Minister of Labor on all matters of vital concern to industry and particularly those which involve legislation. That committee includes an equal number of representatives of trade unions and employers of experience and responsibility, so it is clear the Minister knows what is likely to be the reaction of the

workers as well as the employers in the country generally in regard to proposed legislation. The sanctions are used to enforce the law when required. A number of prosecutions have been necessary but comparatively the number is very small and the number of people sent to prison under Essential Work Order offenses is only about 1 in about 185,000. Moreover, before prosecution is considered the case is required to be referred to an appropriate committee in the plant which is clearly in the best position to determine the facts of the case.

Finally, I don't think there is any danger in Britain of these measures constituting an attack on our labor standards. I have already mentioned a prosecution of a firm for excessive hours of work. The Restoration of Pre-War Trade Practices Act which became law in February 1942 imposes on employers the obligation to restore any trade practice departed from during the period of the war and to maintain this restored practice for a period of eighteen months.

Miss Anderson. Thank you very much, Mr. Gordon, for all the help you have been during this conference.

After the report of the Resolutions Committee (pages following) the conference adjourned.

RESOLUTIONS ADOPTED BY THE CONFERENCE

Mr. Connolly, chairman of the resolutions committee, reported the following two resolutions. These were unanimously adopted by the conference:

Resolution Reaffirming Standards of Employment for Women Workers in Wartime

Whereas millions of women are being employed in industry today and millions more must be employed in the coming year if adequate materials to meet the needs of our armed forces are to be produced; and

Whereas the maximum output of women workers depends upon the maintenance of their efficiency and health; and

Whereas statistics show that sickness rates are much higher for women workers than for men; and

Whereas experience has proved that long hours and unwholesome working conditions constitute the main cause of sickness and absenteeism; and

Whereas this conference of commissioners and officials of State labor departments and the District of Columbia meeting together in Washington for two days, March 11 and 12, 1943, has considered means by which the employment in war and civilian industries may most effectively be utilized; and

Whereas representatives of the War and Navy Departments attending these meetings have testified to the necessity of maintaining reasonable hour standards incorporated in existing State legislation and have asked only that exceptions be made in emergencies created by the urgency of the war effort: Therefore be it

Resolved, That this conference go on record as continuing to endorse the standards of hours of employment which have been consistently adopted by conferences during the past year between State labor commissioners and representatives of the U. S. Departments of Labor, War, Navy, and other Federal agencies, namely:

The State laws and regulations embracing the following basic principles should be preserved except where modification may be necessary during the war period to insure maximum production:

1. A maximum 48-hour week.
2. An 8-hour day.
3. One day of rest in seven.
4. Adequate rest and meal periods.
5. Adaptation of hours of work and working conditions to the age and sex of the worker, except that there must be no relaxation or modification of standards governing the employment of minors under 16.
6. Proper safeguards for health and safety.
7. The same wage rates for women as for men.

Resolution Urging Maintenance of Labor Standards for Women Employed in Civilian Industries

Whereas the health and well-being of women employed in civilian industries is as essential to our National wartime economy as is that of workers engaged in war industries; and

Whereas long hours and poor working conditions in civilian industries lead to sickness and absenteeism: Therefore be it

Resolved, That peacetime standards of hours and conditions of work be not relaxed in these industries in order to provide conveniences, goods, and services for war workers and civilians which in peacetime may be desirable but in time of war are not truly necessary to our well-being; and be it

Resolved further, That if, in order to provide for the basic subsistence needs of war workers and civilians, a relaxation of State labor laws may be necessary, such relaxation be granted only in those areas in which critical labor shortages exist; moreover, be it

Resolved further, That in such areas of extreme labor shortages relaxations be permitted only for the production of goods and services necessary to provide for the basis minimum subsistence needs of war workers and the civilian population, and that definite standards be established for determining the need for such relaxation.

U. S. Department of Labor
Women's Bureau
Washington

Report of Conference on Women in War Industries
Washington, D. C., March 11-12, 1943

March 11, Morning Session

Employment Outlook for Women Workers and Jobs Women Can Safely and Efficiently Fill

Secretary of Labor, Presiding.

The Secretary. I want first to tell you how gratified we are that so many of you from the States, where you have problems having to do with the entrance of women into industry and their training, have found it possible to come here today. We should face the problems honestly and quickly and then devise the techniques for solving them. Let us look at the hurdle but not groan; let us prepare by our joint activity ways to get over this hurdle.

If it has been difficult to maintain a steady attendance among women workers, let's not hide that fact. You are practical people who work with industry all the time, and are particularly familiar with the problems of women workers. If their absentee rate is high, let us admit it, search for the causes, and devise methods of overcoming that absenteeism. Many things can be done. One of these is to share with one another our knowledge of some of the things which already have been done to attract women into industry, to train women for industry, to adapt them to industrial life, and at the same time to help overcome their tendency to minor illness, fatigue, and irregularity of attendance. Let us try to help them as individuals, and also help to improve the conditions which lead to illness and to minor fatigue.

You have heard in the last few months much about certain industrial accidents which women have suffered. A large proportion of women's accidents are in the slip, fall, and stumble categories. The safety suits which we saw in the other room all had with them shoes devised particularly to help women

prevent these slip, fall, and stumble accidents. Perhaps this type of accident looms largest among women because they are not in general employed in the heavy industries and on the heavy work where the great majority of the more serious accidents to which men are exposed occur. Foremen everywhere tell us, however, that one of the offsets to this tendency to minor accidents which women have is that they do what they are taught to do, not only because they are shrinking females, but because they are new in the industry and don't believe that they know everything about it. They, therefore, will do what the foreman tells them to do and if he tells them to put their finger there, they put their finger there. They are not as inclined, as are men, to experiment with new and "better" ways of doing the same job. For that reason they have a natural protection against the type of machine accidents that is so devastating to men.

You have heard for many months the question, "How many women workers are we going to need in the next 12 months?" It might not do us any harm to review the problem and see what it is. From the beginning of the National defense period, which was in the late spring of 1940, down to the fall of 1942, the main source of our new labor supply in the United States was a large pool of unemployed workers. In the spring of 1940 it was estimated that there were a little more than 8,500,000 unemployed men and women, a very sizable pool.

At the present time there are less than 1,500,000 unemployed. It is probable that of that number only a few are really available for industrial work. The reduction in the numbers of the unemployed workers, you must remember, was more than the total increase in the size of the armed forces. Accordingly, there has been a tremendous absorption of the unemployed into our industrial life. But even during this period, from the spring of 1940 to the autumn of 1942, we were dependent upon an increase in the number of women in the labor

force for our success in expanding industrial employment.

Non-agricultural employment expanded from about 36,000,000 in the late spring of 1940 to more than 42,000,000 by the fall of 1942. Male employment increased barely 10 percent, because such a high proportion of the males had been drawn off into the armed forces at that time. So while the employment of males in that period increased by 10 percent, the employment of females increased by 33 1/3 percent. Between December 1940 and December 1942 there was an increase of 3,000,000 women workers in our civilian labor force. Women constituted less than a quarter of our civilian force in December 1940 and nearly a third of our labor force in December 1942. It is apparent that the character of our labor force already has changed, and in this period we have learned a great deal about the effective use of women workers.

The number of women entering the labor force normally increases from year to year in our industrial history. Due to the growth of population and the coming of working age of our young people, we expect in peacetime an increase of about 300,000 women a year in the labor force. The total increase of women in the labor force from December 1940 to December 1941 was about 1,300,000; that is, one million more women entered the labor force in that year than ordinarily would have entered in peacetime. From December 1941 to December 1942, the total increase was 1,700,000, which is 1,400,000 more than the ordinarily anticipated increase.

The increase in the number of women engaged in the war industries has been especially striking. Reports to the Department indicate that there has been an increase of about 20 percent in the number of women wage earners engaged in the manufacturing industries. The increase in the number of women employed in the durable-goods industries, which are the heavy war industries, amounted

to 90 percent, so there has been a very large increase in that particular class of heavy industries. About 250,000 of these women workers, or a quarter of the number employed in the durable-goods industries, were in the establishments engaged in the manufacture of airplanes, ships, and tanks. So a change in the employment habits of those three heavy industries has taken place.

During 1943 we must look forward to an accentuation of all of these trends with perhaps one notable difference. The number of persons unemployed now has been reduced to minimum dimensions. We ~~will~~ shall not be able to draw any considerable number of people from the pool of the unemployed to fill the labor-force needs of 1943, and at the same time we must replace males drawn into the armed forces in increasing numbers. The employment needs for 1943 can be pretty easily summarized.

There will be a large expansion of employment in the munitions industries and in establishments engaged in the manufacture of airplanes. There will be some further expansion in the war agencies of the Government, especially in the civilian establishments of the War and Navy Departments. There will be a slight expansion of employment in the fields of transportation and public utilities. These increases in civilian employment will be balanced by decreases in employment.

The largest decrease anticipated will be in the field of construction, where not many women work, and where considerable numbers of men over military age do work. That group will be very largely drawn on to replace persons in what are now known as mechanical lines. Mechanics in the building-trades industries have natural mechanical aptitudes and some training, and many of them a good deal of skill. Therefore they are very easily trained for any of the machine operations or mechanical work necessary. That group will provide a very

large addition to the skilled male labor forces.

Some decreases are to be expected also in the manufacturing industries, particularly where there are shortages of raw materials. Many of you recognize that these shortages are being artificially created by putting priorities on those materials which go into war goods, thus shrinking the supply available for the manufacture of civilian goods made of those same materials. There will be some reduction in employment in that type of enterprise. Further significant decreases in employment will occur in what is known as trade and in various forms of self-employment. The semi-professional type of activity will be shrunk more and more, and it is anticipated that large numbers of people from this field will go into the war industries and into civilian departments of the Army and Navy and other Government agencies where they will be needed to replace younger men drawn into the armed forces.

Also there probably will be a shrinkage in casual labor and domestic service, because persons doing that kind of work are needed for other sorts of employment. And it is probable that employment in the service industries will decrease slightly. These declines of employment are almost inevitable. Whether or not it will be necessary to curtail civilian employment further will depend almost entirely upon the success we have in recruiting and training a sufficient number of new workers to offset the anticipated increase of nearly 4,000,000 people in the armed forces. There are still a small number of males who can be drawn into both the labor force and the armed forces. Under the 18-year-old draft we shall draw a number of students, as you know, for the military forces. There is also a small margin of older male workers who can be drawn into the labor force or kept from retiring when they reach a normal retirement age. But in spite of all this, at least 2,750,000 of the new workers must be women.

That seems to be the dead level we must expect from the 1943 recruitment

of workers for industry; 2,750,000 women to step forward and say that they will undertake some kind of industrial employment.

You notice this increase in the number of women in the labor force is at least 1,000,000 greater than was the increase achieved in 1942. So we must not only duplicate what we did last year in recruiting and training women, but we must add 1,000,000 more to those who were recruited and trained. I think myself it is going to be easier to get the necessary women the second year than it was the first year. Because Sally is already working in the airplane factory, it is not so difficult for Jenny and Mary to overcome their shyness and go in too.

Also, training techniques have been established. It is not now so hard for a girl who never did industrial work to get started in a factory, because there is now a place where she can get her preliminary training. There are vestibule schools, there are organized personnel offices in the great factories with women interviewers who are attempting to adapt and adjust the jobs to the women they hire. In other words, that plowing of the first furrows already has been done. Industry is better prepared to receive women, just as we are better prepared to recruit women, than we were two years ago or even a year ago.

Also the increase in the number of men in the armed forces has brought to the women of a large number of families the desire to help provide the supplies for the armed troops. The number of the women drawn into industry annually in peacetimes from among the so-called home makers is only 300,000. We must look forward to stepping up the figure to at least 2,000,000 and possibly 2,500,000 ~~million~~ in 1943.

It is probable that at least a quarter of a million, and perhaps half a million, of the new women who must come into industry this year will be girls

who will leave school and college. That is a large number to come from this source, but the fact ought to be faced. In the event of a true national emergency an even larger number of workers may have to be recruited from girls and boys who are now in school. But to do that would very seriously affect the future supply of skilled workers and the supply of people who are competent to take supervisory jobs, both in the armed forces and in the civilian industrial forces.

Because job opportunities are concentrated in urban areas, the bulk of additions to the labor force must come from home makers who reside in the non-farm areas. There is no reason why the farm girls could not do industrial work, but there is no place for them to live, as you know, in these great urban centers. So crowded has housing become that it is desirable to recruit women from those who live in the community where the work is to be done. To comfort ourselves, however, we must realize that nearly 12,000,000 women are classified as home-makers, having no other occupation, and without children under 16 years of age, and who reside in the non-farm area, that is, in cities and towns or on the outskirts of industrial areas. The majority of these women are under 45 years of age. In this conference, however, I think we ought to say that the popular prejudice among industrialists against women over 45 should be removed.

One of the things which the Army and Navy personnel have testified to is that in the arsenals and other government establishments where women work, following Miss Anderson's solid advice of a year ago, a specialty is made of employing women over 40 and 45. These sensible, practical older people are not absent, nor tardy, and are strong and vigorous and able to do the work they have undertaken to do. So the industrial prejudice against persons over 45 we ought to be able to remove.

On the basis of overall statistics I suppose we have to take into account also 10,000,000 women in the non-farm areas who have children under 16. Some of those are available for work and will want to be, but their employment will depend entirely upon the development of proper day care both for nursery-age and for school-age children. Now I myself am not one of those who think there is any possibility of greatly increasing the labor supply by putting a large number of young women with young children to work in factories and hiring other women to take care of their children. I don't believe there is any great saving of manpower, except in a few cases where women possess exceptional skills. I don't believe that in the long run children get as good a training and health development as when their own mothers take care of them.

If we meet the program which I have been outlining, over 35 percent of the women in the United States 16 years of age and over will be in the labor force. We say "will be." We mean we expect them to be. When we get the number down to a definite figure like that, and can say that in every urban community where there is a shortage of manpower, every woman in this community 16 years and over ought to examine her conscience to see if she is not among the third who ought to be working in industry, I believe we can expect the women to respond.

In England about 40 percent of the women over 14 are already in the labor market. There is a higher percentage in England by virtue of the fact that the majority of children 14 years of age and over are in the labor force rather than in school.

I should mislead you, however, if I gave the impression that the job can be done easily. In the first place, in calculating the needs for additional labor, and the possibility of recruiting it, we have assumed that the work week will be lengthened, and that women will gladly present themselves for work. In the second place, we have assumed that the increases in efficiency with which

labor is used in manufacturing, either in munitions or in the other lines of production, will not decline. This means continual struggle, as you know, to train new workers, to train new supervisors, and to maintain the standard of production.

Finally, we have assumed that women will be willing to take jobs in industries essential to the maintenance of our civilian population, but which lack the glamor attached to the manufacture of airplanes and tanks. If women are unwilling to take the jobs in laundries and restaurants and cafeterias, in dry-cleaning establishments, in textile mills, and food-processing establishments, we shall have both less employment and less production than is anticipated in our studies. This is one of the things that women really have to face very conscientiously. They will have to work in some of these less interesting occupations. Of course one of the difficulties of engaging in that kind of work is not only that it lacks the glamor of a great service, but that the wages are characteristically lower than they are in heavy manufacturing.

These are all national problems, but in addition there are acute problems that arise because of the geographical concentration of the demand for additional workers. It seems ~~as though~~ that it ~~would~~ should be relatively simple to recruit about 10 percent of the non-farm home makers for jobs. Less than one-third of these, however, are living in the tight-labor-market areas, and in those areas practically all the non-farm home makers - not a third or 10 percent but practically all of them - will have to go into the factories.

If we are going to get as many women as we need into the labor market in those areas we ~~will~~ shall have to employ almost every woman under 45 who ~~does not~~ has ~~have~~ no children under 16. Those of you who come from the tight-labor-market areas have to study that problem and find ways to recruit all the women without children under 16. This does mean, of course, serious readjustments in the ways

of family life. It is a part of the duty of the commissioners of labor and heads of division of women in industry in all the States to solve those problems in cooperation with the women themselves and the community organizations which exist to assist with the solution of civilian problems.

I believe that the people will come forward voluntarily for the kinds of jobs that have to be done. But so far there is no community in the United States that has achieved this full utilization of its potential labor supply, and this is the problem with which this conference is concerned. With you who are operating in the States and work in close cooperation with us in the planning of working conditions for women, and who want women to have good jobs and good pay and good conditions under which they can work, without injury to their health or neglect of their families, there rests a major responsibility and one which I know you will successfully meet.

We here in the Department of Labor stand ready at all times to be of assistance to you. That is what all our services are for and that is why this history of cooperation between the industrial commissioners and the labor departments of the States with the Federal Labor Department is proving now so fruitful and so helpful to all of us. If we already had not established this working relationship we should have to do it now. Because it has been established, we are grateful to you for your ready response when problems arise, grateful to you for the many suggestions you make to us which we can pass on to others.

The equipment of the Federal Government has been greatly increased in recent months. We have the services of the expanded employment service, we have the services of the War Manpower Commission, we have the special services and cooperation of the War Production Board. And in particular I want to say

here today, because we often grumble about the War and Navy Departments out in the field, we have had their unfailing cooperation here in Washington in planning for the extended employment of women in industry.

This war had scarcely begun before the Women's Bureau took hold where the Women in Industry Service left off in the last war. One of the encouraging things is that in these years something has been learned about how to get the best work from women and how to attract women into industry.

(Space) Jobs Women Can Safely and Efficiently Fill

Miss Anderson. I am very sorry the Secretary cannot be here for the remainder ~~rest~~ of the morning. Congress has asked her to appear before a committee to testify on absenteeism and it is necessary for her to go at once.

In her talk the Secretary has given us a very fine résumé of the growing importance of women in the labor market and the number that will be required in the next few months to produce war and civilian goods. This morning we are going to discuss the kind of jobs women are doing and the basis for determining those they can and cannot safely and efficiently fill. This afternoon and tomorrow we want to consider the working conditions under which women should be employed in order to assure their maximum efficiency and the proper protection of their health.

May I say that we in the Women's Bureau have studied very carefully the jobs which women can fill. We have worked with employers since long before the declaration of war by the United States in an effort to find the right basis for the employment of women and the places where they can best serve to attain maximum production. We have with us today Miss Ethel Erickson, one of our field supervisors, who has been working with the war industries for more than two years. I have asked Miss Erickson to give us a little background for our discussion this morning.

Miss Erickson. Miss Anderson has asked me to tell you ~~a little~~ about some of the jobs ~~which~~ we find women doing as we go into the plants, and some of the aspects of the job and qualifications of the individual which must be considered in selecting and placing women on jobs in war industries. As I work in the field I am impressed with how much emphasis the radio and newspapers give to the superficial phases of women's employment - the glamor girl, the sweater girl, the grandmother who astounds industry by her ability to do the job. I rather enjoy telling employers women always have worked, that in the manufacturing industry normally 1 ~~out of~~ in every 4 employees is a woman. The only novelty in their employment is that now they ~~are employed~~ work in the heavy war industries and new industries in which men have held priority.

There are many jobs that women can do as well as men. There are a great many women could ~~fill~~ do for which they are not yet employed. In the aircraft assembly industry almost a third of the workers are women; in some plants at least ½ half are women. But in the manufacture of aircraft engines and propellers women are only 1 ~~out of~~ in 7 or ~~1 out of~~ 8 of the employees. Women could probably fill half the jobs in propeller plants. We find many women in the electrical industries, but women have always worked in electrical and communications industries, making radios and parts for the Signal Corps. In the instrument industry, involving the making of fire-control and sighting instruments, such as bomb sights, telescopes, and binoculars, a large proportion of the workers are women, because the parts are small and there is a great deal of assembly and fine work requiring finger dexterity that women have to a greater degree than men.

Many women are working in the small-arms and ammunition industries. I remember going into a plant just before Pearl Harbor where they believed only 20 or 25 percent of ~~all~~ the work could be done by women. They did not want to employ women on the machines, because they feared ~~if they did~~ the men would object and walk out. I discovered ~~not long ago~~ recently that (now women) constitute well over 50 percent of the workers in that plant. But we still find in many of these industries that women are a minority group. Actually, proportions vary a great deal from plant to plant, and from industry to industry, depending upon what jobs management considers suitable for women.

There really is no hard and fast basis for determining suitability of jobs for women. Indeed, there are very few jobs that are not suitable for some women. The strength of individual women varies a great deal. Some women could be blacksmiths and house movers; some men are hardly able to lift an inkwell. But on the whole most women have less strength than men. They have smaller muscles, and fewer red blood corpuscles. Because of women's less~~er~~ physical strength, there are many jobs not ~~as~~ so suitable or ~~as~~ desirable for women as for men. If the emergency were sufficiently great, however, some jobs (by women could ~~do, which~~ be done) that we do not recommend their filling at this time. Many of these jobs are disagreeable, unpleasant, and hazardous. They may be no more hazardous for women than for men, but until women are more completely utilized on jobs which are suitable, and until the labor shortage becomes so ~~great~~ acute that the employment of women on the less suitable jobs is imperative, such employment does not seem ~~at present~~ desirable.

Whether jobs are suitable for women depends largely on the individual woman - her strength, her height, the length of her arms, her mental and emotional stability. Employers must analyze their jobs, determine the human qualities necessary to fill them, and select women who, as a result of physical

examination, they know possess the proper qualifications. Moreover, the set-up of jobs in individual plants helps to determine their suitability for women. In plants where hoists and conveyors have been installed to lift heavy parts, women can fill jobs which they could not fill if they had to do the lifting themselves. Levers, automatic controls, platforms, adjustments that permit sitting while on the job are among the devices ~~that have been~~ introduced in many plants to fit the job to the woman worker.

I thought we might tell you about some typical jobs women are doing. They are operating all the standard machines. We ~~all~~ think first of the lathe as the basic machine. We know that many machines needed in wartime are made up of numerous round parts, such as rods, bearings, and little fittings and gears that intermesh to give motive power; various lathes are used in cutting and shaping these parts. We have women working on engine lathes, on hand screw machines, on turret lathes, on automatic screw machines, all turning out round parts.

A certain amount of skill is required to operate many of these machines. If women are to be effective as lathe operators they must be given preliminary instruction ~~training~~ either in the plant or in defense training schools. On some turret lathes and some of the automatic jobs very little training is necessary. If women are given the same training as men, or just a little more because of their lack of mechanical familiarity, they could fill these jobs as well as men. However, because most women are shorter than men, or have shorter arms, it is sometimes not possible to put women on very large machines because they are not able to do the necessary ing reach ~~the parts.~~ On the other hand, the factor that determines whether a woman can be used on a machine is often the size ~~of the part to be machined~~ and ~~the~~ weight of the part, rather than the size of the machine.

Sometimes other factors enter in. I was watching a turret-lathe operation in one aircraft-engine plant. It seemed a ~~very~~ desirable job for a woman because the ~~part~~ part was small and the cycle of operation was ~~quite~~ long; one part remained in the machine for six or seven minutes before another had to be put in. I asked why a woman wasn't on that job. The plant official explained that it involved the machining of magnesium and that magnesium is very inflammable when small parts fly off the machine. The operator has constantly to brush away or blow away the parts with an air gun. He said they have only very large fire extinguishers, ~~which would be~~ too heavy for a woman to lift in case of a flare-up. Perhaps there could have been smaller fire extinguishers, in which case women would have been able to operate the machine.

As you know, a great many drill presses and boring machines are used in industry. A drill press is one of the first machines on which women were employed in defense industries. There are all kinds of drills; drills which make ~~drill~~ tiny holes ~~almost~~ about the size of a pin head, a 16th of an inch and less, and on the other hand, large boring machines which cut holes ~~of~~ 3-inch through cylinder heads, crank shafts, and so on. Some drills have a single spindle; others have as many as 100 spindles; there are special-purpose drills. Much of the drilling is done with jigs. When the jigs are small, women do very well on this work, ~~On the other hand~~ but when fixtures weigh 40 or 50 pounds, women cannot handle them so successfully. However, women could be employed if hoists or conveyors to move the parts on to the machine were provided. Experience with women on these very heavy parts has shown that production is not so good as with men unless some provision is made for lifting. Women become fatigued when required to lift heavy fixtures. Absenteeism and turnover result.

Women are working on small shapers and on the milling machines which machine flat metal surfaces. ~~A great man, in fact~~ almost all metal-working plants have many milling machines. Women are doing very well on these ~~machines~~. They are working to very fine tolerances, tenths of thousandths of inches. They can probably do most of the milling on small parts. Women learn just as fast as men. I have asked how long it takes to train a girl on a milling machine. The reply is not longer than it takes to train a man, after the woman has become familiar with the terms. Then we find, of course, a great many grinders which finish parts. Women are operating magnetic chuck grinders, small speed grinders, cylindrical grinders, internal and external grinders. Not so many women work on grinders as on other machines, such as lathes or milling machines, but women are able to do grinding and do it very well.

As you know, some of the grinders throw off dust and parts from the carborundum wheel. This can be dangerous if the proper safeguards are not provided. Furthermore, some girls are more fastidious than most men about the places in which they work and they don't like jobs which are too dirty, where there is too much oil and dust. I have been in plants where shields have been installed that keep the coolant from splashing out. One factory where there is a great deal of grinding has fitted its grinders especially for women with automatic hoppers to eliminate hand feeding, thus simplifying operation, and with shields in front to afford protection from flying particles.

We find women on punch presses for shaping metal for assembly; they work on a variety of presses. Some feed the large hydraulic type of machine where the table extends beyond the press and the sheet metal is placed on the table and rolled under the machine. There is no reason why women couldn't do this work as well as men, if the parts are light.

In 1940 Miss Anderson sent us out to visit small-arms-ammunition plants to try to determine which jobs were suitable for women. As a result of our

investigation we said we ~~didn't~~ consider graving suitable for women. We came to this conclusion because we visited old plants that had been in operation since the last war and before. I remember going into a plant where the job of tending a graving machine was filling the hopper with metal components with one hand and mopping the floor with the other, the coolant - largely a soapy solution - ~~was~~ pouring out onto the floor and not into the drain. In the new plants this is ~~all~~ very different. The hoppers are fed by belt conveyors or trucks on monorails. The machines have aprons, the drains are good, and the place is ~~very~~ dry. We now find in modern small-arms-ammunition plants that women are doing practically all the graving of casings and bullets and are doing it just as well as men. It is a very simple machine-tending operation.

Women are tending gear-cutting machines in a good many places. There are numerous special-purpose gear cutters of different kinds on which women do the work as well as men even when the pieces are large, if the cycle of operation is long and if hoists or conveyors are provided. We find that the productivity of women on the machines is as great as that of men, if there is no heavy lifting to cause ~~the~~ strains and fatigue.

Another job on which we find a great many women is burring to very fine tolerances. There is a great deal of burring in the aircraft industry especially. The burring is done with files and with small pneumatic tools such as the dentist uses. I have seen girls using little dental mirrors hunting for the burrs inside castings, and I have seen them burring on parts which weighed as much as 35 to 40 pounds, huge aluminum alloy castings. I asked about the girls lifting these heavy parts. Often the cycle of operation is so long that a girl works for an entire morning or afternoon on one piece before it must be lifted. Therefore it is ~~perfectly~~ feasible to have men or conveyors bring ~~the~~ these parts to the girls who do the burring and who sit while doing it.

If burring is done on magnesium, special precaution is needed because of its inflammability. In some plants special burr booths have been installed. They are provided with a curtain of water and a down draft which draws all the small particles ~~and draw them~~ away from the operator, so there is no hazard of fire.

More and more girls are going into welding. They are doing gas welding, and spot welding also, in which their production is usually greater than that of men. As gas welders, they are cutting armor plate with acetylene torches. Girls are doing some welding in shipbuilding, especially on the lighter parts. Actual footage records are kept in ship welding and occasionally we find girls have exceeded the footage records of any man doing the same job. On the other hand, women cannot be employed on all types of position welding. It is very questionable whether women should be used for overhead welding, when they must lie on their backs and work with their arms up - stretched above their heads. It is very disagreeable, undesirable work and most women lack the physical strength necessary for continued overhead welding.

A great many girls are riveting. In the aircraft plants they are now doing almost all types of riveting, inside and outside the fuselage, crawling up in the small places, driving and bucking rivets, setting up the longerons, the webs, and all the parts of the aircraft. In some aircraft plants the majority of the riveters are women. Women are doing all sorts of assembly and subassembly in many of these plants, especially in the very large ones. They are working also on fine assemblies in the electrical departments of aircraft companies, doing all the usual electrical assembly jobs that women have always performed, such as laying out electrical harnesses, soldering, weaving them together, doing all types of "spaghetti" work. In small-arms ammunition women are assembling shells, bullets, little primers. We were in one small-arms-ammunition plant where they

were interested in putting girls on the assembly of primers that required driving little anvils down into the primer cup. They used a toggle press to do it, and I was asked to decide whether I thought it was a suitable job for a woman. It is a job which a short woman could not do because she ~~does~~ has not ~~have~~ the proper reach. If girls at least 5 feet 6 or 7 inches were put on that job they could reach the lever and pull it down with no strain. The problem is not only one of whether a woman can be employed on a particular job, but what type of woman would be successful. The height, size, and adaptability of the woman must be considered.

There are almost all types of assembly jobs in the aircraft-engine plants, but as yet few women have been employed as assemblers, because management has felt women have not had sufficient background in the industry. But as women gain more experience and learn to operate the machines, they should have the opportunity for training and upgrading so they can do some of the assembly work.

We find, of course, a great many women on inspection. Inspection is one of the jobs always thought of first as appropriate for women. Practically all incoming goods and small parts are inspected by women. They use numbering gauges, snap gauges, plug gauges, micrometers, comparators, in fact all types of gauges. Women are running Rockwell and Brinnel testing machines and we are told that women are much easier on the diamond points of the machines than men - diamond parts have to be replaced less frequently on machines operated by women than on those operated by men.

As women gain experience, they can be used as process inspectors, which means inspecting components or parts while they are being processed. If the machine is not performing satisfactorily the inspector has the authority to stop the machine and call for an adjuster.

In the ammunition industries women not only are doing all the final inspection of shells but they are actually doing some of the proving, that is, shooting the ammunition. The Ordnance Department employs women to prove Tommy guns.

Women are employed also in proving small-arms ammunition. They are doing velocity tests and occasionally some of the other hand shooting. Only women with strong nerves and emotional stability should be selected for proving ammunition.

We find a great many women working in factory service of different kinds; as crane operators, for example. Managers are very proud of their women crane operators and always assert that they do just as well as men. Recently a superintendent told me that the women crane operators ~~when~~ he had put on were more satisfactory than any other operators the plant had ever had. Moreover, they stayed with the company longer. When I asked about their wages I found they were getting 10 percent less than those paid to the men.

Women occasionally are used as guards and in some of the defense plants they carry firearms.

The advisability of using women for pushing angel-buggies has arisen in one of the ammunition plants. An angel-buggy is a small cart on which are loaded several jars of high explosive to feed the machines ~~which are~~ loading tracers, incendiary bullets, or primer mixtures. The carts are very small and no strain is involved in pushing them. But hazard is inherent in the job. If the ammunition should be especially unstable, or if a piece of metal on the floor is struck and detonated, or if somebody should run into the cart, an explosion may result. The question is whether that job is suitable for women. The answer depends on the basis adopted for making the decision. Shall women as well as men take the chance of losing their lives? There is no strain in this job but it is a dangerous one - hazardous for both men and women.

Women are working in the tool rooms and tool cribs, and ~~in addition, in all sorts of clerical service.~~ As long as the parts are not too heavy, ~~women~~ they are quite able to do the work and do it well. More and more women are successfully employed to grind drills, bits, and other tools. They are working in production

service jobs, as expediters, blueprint readers, messengers, and record clerks. It has been customary in the past for factories to use more men than women in their clerical service, but recently women have been taken on for all sorts of clerical work and in considerable ~~in larger~~ numbers. Many more such ~~clerical~~ jobs could be filled by women.

It seems to me that about the first thing that must be done when an employer is considering hiring women, or extending the employment of women, is to draw up job specifications and decide which jobs women can do well without changes. Then the jobs which women can fill with mechanical aid, such as hoists, or special conveyors, or with some extra labor assistance, should be listed. A third group of jobs consists of those ~~which are~~ of questionable suitability, and which only a few stronger women would be able to fill. Finally, there are the jobs which may be harmful or generally undesirable for women.

Miss Anderson. We would now like to hear what the experiences of the rest of you have been with the employment of women in war industries. Captain Sullivan, you represent the War Department, may we hear from you?

Captain Sullivan. I just dotted down a note at the end of Miss Erickson's very interesting talk about women. There is one very important thing that she didn't touch on at all, although I confess she covered the aircraft industry pretty well; that is, women in slow-downs in industry. The women have learned their trades pretty rapidly; particularly they have learned to organize, learned to make their power and influence felt in their union organizations. I find they are even top committee men on the bargaining committees. They have also learned how to improve their working conditions by fair means as well as what we who are responsible for war production consider unfair.

We have had in several vital facilities slow-downs that were traced to women, whom we had to bar from war production work. But to get back to the better side of it, women are doing a remarkable job in aircraft. I have five extremely important facilities, formerly automotive, now engaged in aircraft, and whom I will not name, but I think it is interesting to find that on aircraft work No. 1 plant now has 45 percent of all employees who are women, and on projected employment, 70 percent. We hope to reach that within six months. These figures are based on a projection of six months in advance.

No 2, where 38 percent of all workers are women, we hope to boost to 50. No. 3, 16 percent, going up to 40; No. 4, 16 percent, and we haven't projected that figure yet; No. 5 happens to be one of the most important aircraft facilities in the Nation, 35 percent, presently projected to between 60 and 80 percent; which shows the confidence that the aircraft manufacturers have in women employees. They are doing an excellent job and they are covering a very wide range. In one

plant I found two 90-pounders who were squaring the ends of 4-foot helical coil springs. I don't think we can measure women's strength by their size. I know these women did not weigh more than 90 pounds, working as a team and under difficult conditions, near annealing furnaces where temperatures were high. They were working on grinders, squaring the ends of these 4-foot, about 3-inch diameter springs, which is quite a heavy job for a man, and they were doing it very well.

There is another job that Miss Erickson didn't mention, I believe, which is important in the aircraft industry, and that is the spraying and doping of airframes, that is being done by women. They are also engaged in extremely vital inspection work, such as Magnaflux and spectroscopic, and doing a good job. I believe Miss Erickson mentioned the hydraulic press work. I have seen 32 women on a huge hydraulic, 8 to a table. These tables come in from either side, one at a time, of course. The women set up light metal air frame parts, for forming on these huge hydraulic presses, and they were clicking very well on the job.

There is one large facility in Detroit that is going to be doubled up, and in order to double up in this expansion program we are going to require 22,000 additional workers in this plant and only 3,500 of those are men. The rest will be women.

There is another smaller facility there with a total of 2,800 employees and 80 percent are women. The central district of the Air Forces covers 16 States. Of course the heart of the district is in the Detroit area and that is where most of our labor relations work is done. However, the employment of women in industry is general throughout the central district and I find that in Memphis, Cleveland, and St. Louis from 30 to 50 percent of total employees,

ranging from 7,000 to 9,000, on aircraft work, are women, and they are doing not only the air frame work, they are doing aircraft-engine work. I don't suppose a man should discuss this rather vital problem of women working in industry, but this survey on child nurseries was not made by a man; it was made by a woman, a newspaper woman we have on our staff in Detroit, and we have some very interesting information here on what is being done to take care of the children when the men go to war and the women get into the production trenches behind them.

The children are going into nurseries and the contractors or employers are taking forward steps in organizing nurseries in a number of midwestern cities to take care of that problem.

Miss Anderson. Thank you very much. I wonder if some of the representatives of the State labor departments would like to ask the officers from the War and Navy Departments some questions in regard to women's employment, or tell us something of their own experience as far as women's employment is concerned.

Mrs. Ackroyd (Rhode Island). I would like to say to Captain Sullivan that in my trips through plants, where they are putting women on jobs formerly held by men, I am tangibly impressed with the fact that the tempo of the jobs which normally are men's jobs is far slower than the tempo of jobs which women only now perform. I have concluded that it is much easier to push women and get them to speed up, and they are much less prone to slow down than men. I was surprised to hear you say that the contrary is true. In Rhode Island we have a tremendous number of women normally engaged in the gainful occupations. A very large proportion of them have worked in textile mills where they have been pushed so hard that a woman on a textile job is on the run from the time she goes in the mill until the time she leaves. In the machine shops, on the other

hand, where women are taking over men's jobs, they have a very easy time of it, once they learn their skill. I have been terribly impressed with that difference in tempo on men and women's jobs.

Captain Sullivan. I will put straight what I had to say about slowdowns, and bring the New England situation into the picture because our comparisons were made between a plant in Lowell and one in Detroit on canopies for parachutes, and packs. The pack department of this facility employed women; they were on the ball, turning out and doing better jobs than in a comparable plant in Lowell. On the contrary on canopies they were turning out one canopy where in Lowell they were turning out six. Part of that was attributable to poor supervision, which was corrected, but most of it to deliberate slow-down in production, which has been corrected, but merely emphasizes the point that women can be as obstinate or perhaps a little more obstinate than men when they make up their minds that they want more pay and are not going to wait for the War Labor Board to consider the merits of the case and hand down a decision. They just stop the sewing machines or slow them down. They have learned the business quickly.

Miss Anderson. Do the women receive the same pay as the men?

Captain Sullivan. In this case they did. That is general in the Detroit area. If I might have another moment on this matter of selection for specific jobs. The reluctance of most employers to put on large numbers of women makes it difficult to sell them the idea of women replacements for men, but you just have to insist. You must go on the premise a woman can do anything a man can do. If you stop short of that then you will meet with employer resistance; not in all plants but in some plants, and the employer may be the best judge but you mustn't let him believe that he is. It is very easy to say, "Fine, here in

Jackson you can't do this, but down in Toledo they are doing it with women," and probably they are. That goes a long way toward getting women in and giving them an opportunity to demonstrate they can do the work.

Mrs. Ackroyd. We find that to be true. Very often it is not the management that opposes putting on the women, but the foreman in charge of the job. Once you break down his resistance and get him to accept one or two women, they can demonstrate to him in a very short period how well they can do the job.

Miss Erickson. In many plants I have visited the practice was to get the foremen together and talk to them about the use of women in order to put them into a more receptive mood. It does seem to work.

Miss Anderson. We have the great privilege today of having Mr. Gordon of the British Embassy, formerly with the Ministry of Labor in England, with us. I wonder if Mr. Gordon would be good enough to tell us something about women in industry in England, what they are doing, and whether ~~you find them~~ they are found satisfactory.

Mr. Gordon. Madam Chairman, it is a wide subject but I shall be very glad to give you what information I can. It is no surprise to us, I think, in Britain that women can do almost every job that men can do, because we found this in the last war. We may have forgotten this to some extent when this war broke out, and I think for many reasons there was traditional opposition in some cases to the employment of women. But it didn't last very long, because our manpower was running short and with the increasing demands for men for the services, the building of new factories, and the enormous demand for production, we had to encourage the employment of women whenever and wherever we could. Moreover, women quickly demonstrated their skill and ability.

We have something like 7 million women employed on full-time work in Britain. In addition it is estimated that some 2,000,000 are doing voluntary work and some hundreds of thousands part-time work. There has been a very large increase since the war started and we have had to encourage training by all available methods, by Government Training Centers, Cooperation of Colleges and Technical Institutes, and the establishment by employers of training schemes

within their plants. At the outbreak of the war we turned our minds to the limited number of processes on which women could be used for the purpose of assisting in dilution and upgrading and so on, in order that we might spread the scarce amount of skilled labor that we had over the various industries to meet the demands of the various supply departments. We just didn't have the supply of skilled labour we required.

The training centers which in the past we used to train our unemployed to fit them for industry were used to train men for war industries and were soon opened to women, and we quickly found the adaptability and dexterity and physical strength of women was quite sufficient to allow them to do many jobs not only satisfactorily but ~~to do them~~ extremely well, and I don't think in Great Britain we have had any complaints to speak of in respect of the occupations on which women are employed. I was extremely interested when listening to some of the figures which have been quoted and I think without detailing various operations on which women are employed in the aircraft and the engineering, machinists, or shipbuilding industry, there are instances in Great Britain now where in some aircraft plants, for example, there are 80 percent women employed. ~~So that~~ A reader one ~~can~~ may assume that only the very highly skilled operations, which require long years of training and practice, and the extremely heavy work which is beyond the physical ability of women, are excluded from this scope. They are operating many machines. They are employed in literally hundreds of processes in the making of guns and ammunition; in the iron and steel industry where they work at the blast furnaces, at smelting, at the forges or the foundries; in aircraft manufacture, often on precision work; in tank factories and in shipyard and allied industries where they are in boiler shops, coppersmith shops, in smithies, and in the yards. They are also building roads,

I think the average percentage of women employed in machinist trades, or what we call the engineering industry, today is well over 30 percent and it is rising rapidly. It is the only source of recruitment which is now open to us. In the chemical and explosives industry the average employment of women is over 50 percent, taken throughout all the plants, which is of course extremely high. In Royal Ordnance Factories chiefly engaged in making guns and ammunition 60 percent are women.

We have come to such a stage in our manpower ~~when~~ that we have to resort to every possible expedient to carry out the program we have assigned to us. We therefore have to turn to every conceivable device to encourage the employment not only of those women who are not already employed, but the greater employment of those women who are already employed. Men have to be withdrawn for the forces and I am afraid the speed-up has to come now to the women; it has to come to the women who are already in employment, to those who are home-makers in the real sense of the word, and to women who have not been available but might be available for part-time work. More intensive training and the employment of women to a greater extent on higher-grade work will be necessary. It is going to be rather a heavy job because most women are occupied during the day in many cases, whether ~~it is~~ in the home or the factory, and a great deal also at night with their civilian defense and fire-watching duties and in many cases voluntary work. Women up to 40 will not be available for employment except via the National Service Officer. If they leave their work and are under 60 this must be certified to the Employment Exchange so that they may be placed in other employment. Women will be directed to part-time work, even work not covered by the Essential Work Orders. Women under 45 will be taken from retail stores and employed on more essential work. All women up to 55 will be liable to do civil defense and fire-watching duties.

We have benefited to a considerable extent from the measures we have taken in the Welfare field. We have found that absenteeism, of course, is very much the subject of discussion at the moment. It is extremely prevalent, although it has been reduced by the activities of our Welfare Officers. Mr. Bevin, as you probably ~~already~~ know, established a Welfare Service outside the factory to supplement the factory inspectors' work inside the factory, and they discovered many problems which required solving. They have made it their business to get them solved by approaching the appropriate authorities and securing remedies. Some problems like shopping, transport, billeting, feeding, hospital and medical treatment, recreation, and all those problems which arise from anxiety and worry about home circumstances, particularly in the case of transferred workers, have been dealt with by Welfare Officers and their solution has helped to reduce absenteeism.

We have established wartime nurseries to a considerable extent. We also have what we call daily guardians, people who are prepared to look after children whilst the mothers are at work. We have, in addition, nursery classes in schools and play centers which are being developed. These schools enable large numbers of women to go into the factories.

The whole question of production is under constant review. It is being reviewed by the Regional Production Boards and every effort is being made to employ every available person, mobile or immobile. In days gone by, of course, we have turned from home-work employment to industry, factory employment. We haven't encouraged employment in the home, but I am afraid this war is driving us back to home employment and there are all kinds of individual schemes, often improvised locally without any general national plan, which leave individuals in various districts to pursue them, ~~avenues~~ and they have pursued them and to a

tremendous extent have opened new avenues of production. Private houses are partly given up to enable women in a locality to come in and do all sorts of useful jobs. In some cases they are assembling automatic switches and mechanical jobs of that description.

By these means we are utilizing a great many women in rural areas who can't leave their districts and who are not available for agriculture. There are many, many jobs which can, rightly or wrongly, go back into the home and are so doing for the purposes of the war. One that comes to my mind is the manufacture of braid for uniforms. That sort of work was being done by some of the war factories in districts where the supply of labor was very short, and it is found, of course, that this sort of work can be done in the home, the factories utilized for munitions and the women who are available for munitions employed on munitions of war. Assembly work and work of a similar kind is now being done in the home.

There are all sorts of local schemes where people get together and are able, by doing some small comparatively simple part on subcontract work from a factory somewhere else, to add to the war production. I think that is all I should say now unless you would like me to answer any particular question.

Miss Stitt. Mr. Gordon, I wonder if you think that the evils of home work are so great that you would advise us to delay resorting to work in the home until our emergency becomes greater than it is at present. We have been trying so hard in this country to eliminate home work that I think it is a bit of a shock to most of us to hear that Great Britain has had to resort to it again.

Mr. Gordon. I wouldn't presume to offer, or take the responsibility of offering you advice, but I would say there isn't anything within U.S.A. that we would reject in present circumstances in the prosecution of this war. We are, of course, only a small country; some of us have been through some experiences which one never anticipated in a lifetime. We thought such things impossible but

various circumstances put us in such a position that we just had to give everything we had to save ourselves. It isn't confined to any part of the population. Everybody has to give what is possible.

So when it comes to a question of taking work into one's home I don't think anybody stops to think about it. One home in five in Great Britain has been knocked out or damaged by the blitz and those who have them left are glad to use them for any purpose necessary to the prosecution of the war. In your country it is a very different proposition; the circumstances are very different. I am the last person in the world to offer any advice on that subject. I would say that in normal peacetime I think that the home work in England as we knew it was not a thing to be encouraged. I quite see that a machinist might say, "Why shouldn't I have a lathe in my home if the author writes his books in his home?"

I feel that the home work in England, industrial home work as I have seen it in my life time, and which was very much worse in earlier times, is not a thing to be encouraged there, but I think that is a very different thing from looking at it from the point of view of the war effort.

Miss Anderson. I wonder if we ~~will be able to~~ were hear from some of our friends from the War Department ~~sitting down here~~.

(Go right on.)

Colonel O'Gara. I am from Headquarters, Army Service Forces. I have a comment of a general nature that I think may be appropriate here. As a matter of fact it may be encouraging to you.

The Secretary of Labor indicated great Armed Services interest in the employment of women when she said that we will have to have nearly three million more women in industry this year. It is not commonly realized that these three million women are those who, for the most part, have not worked in industry before, or who have not worked in manufacturing industry. Also, it isn't commonly recognized that with the introduction of these three million women there are a great many employers who have never employed women to any degree on production lines. That brings me down to the thing I have in mind.

I have had no Army experience in the employment of women within the services. I have, however, had some ~~twenty~~ 20 years of experience in the employment of thousands of women in industry. In my experience, which ranges from the lowest supervisory job to a top administrative job, the principal stumbling block I have found to the employment of women is a form of inertia or traditionalism - a kind of superficial thinking which tends to conclude that women can be employed only in narrow and restricted fields.

I think it is a human fault rather than the fault of industry, and am not arraigning industry any more than any other field of endeavor, but I have found it to be true through many supervisory ranks. To illustrate with an exaggeration: If a woman falls downstairs in a plant that hasn't used women before, it is not too difficult to find some supervisors concluding that all women fall downstairs, and therefore they shouldn't be employed, because of the insurance risk!

To get back to Captain Sullivan's remarks. I think all of us must adopt

the policy of insisting that serious consideration be given to the employment of women in jobs where the employer's first natural reaction, and probably his second and third, is "No, it can't be done." It is a traditional attitude and has to be broken down; otherwise we are not going to get anywhere.

One other point that has resulted from my experience. When normal personnel practices - normal interviewing and training practices, common in well developed personnel departments, are used in selecting and placing a woman, she will, I believe, more often than not do a better job than the young man. The reasons I have found for this fall in three categories. First, she is often more amenable than the young man; second, she is frequently more serious about her job; third, she is almost invariably more conscientious. I think these assets characteristic of the average woman in her job performance.

Therefore, it seems to me that unless we strongly confront industry with its own superficial thinking where we find it, and overcome the resulting attitude, we are not going to get the women that we must have.

Miss Stitt. What are the best devices for breaking down barriers against the employment of women?

Mr. Schmidt (New York). It seems to me, reflecting on what Colonel O'Gara said, that this whole discussion up to now could be summarized in this way. ~~The~~ first, this traditional inertia is the result of a good deal of ignorance. That ignorance can be dispelled only by getting data from a central source like this conference, showing employers who are reluctant to employ women that the precise type of standardized job which they are begging people to fill have been filled effectively by women.

That leaves the other type of job Miss Erickson spoke of, namely, the type of job that must be analyzed before determining its suitability for women.

I was reflecting on her remark that officials of labor departments might be called in to help determine whether women can effectively fill jobs. The principal contribution that a person from a labor department could make to that decision would be that spirit of daring and venture so necessary in this case, and which management, because of its traditional attitude toward women, lacks. A further stimulus is the exhaustion of the male labor supply. It seems to me in those two points we have the answer to the question Miss Stitt raised.

Mr. Gibson. I would like to make a comment or two on that particular point. In Michigan, which has been spoken of here a number of times, this is one of our major problems. However, women have been employed from time to time in a number of our large plants and industry has some good examples of women's effective use. We in the State labor department have said to industry, "If you are reluctant to place women on particular jobs, we will send into your plant one of our people who has seen dozens, or perhaps hundreds, of plants where women are employed. We will make a plant survey in cooperation with your safety engineer or personnel director to determine what jobs would be most suitable for women.

We have done that in some of the big foundries, even though we still feel women should not be employed in the actual foundry operations. However, there are many jobs on which they can be employed. We have taken about the same attitude that the U. S. Department has, that there are very few jobs that a woman can't do if proper safeguards are provided and proper preemployment training given. I think it comes down to just this: proper job placement is one of the most important things in the employment of women; proper health and safety facilities must be given serious consideration, as must proper hours, both daily and weekly, and proper pay. Michigan is one of the States,

one of the very few, that have equal-pay laws for women and men. We have had our problems under that law, because some industries won't hire women, though they may be good, because they fear men will demand more for a particular job than the rate paid because they won't work for the same rate that is paid to women.

In one plant a woman was employed on a grinder. The only difference between her and the men employed on the same job was that she got out more production than they, yet she was paid less. Trouble arose about wage discrimination and they laid her off the job. We found they were paying her less money for getting out more production on the same job.

We did get started rather slowly in Michigan in getting women into some of the very desirable plants. However, the situation has changed in the last few months, and I think today our department figures show three or four times more women employed today than men. One reason is, men are not available; then we have had a drive for the mobilization of our woman manpower.

Another thing we have, that Madam Secretary spoke of this morning, is this glamor thing. It may be great for getting the women into the plant but our safety experience shows that glamor is not enough. A real educational program must be undertaken the minute women are inducted into the plant. In fact, advance preparation should be made before women are employed in order to avoid trouble.

Miss Anderson. Thank you very much. I am very glad you mentioned your equal-pay law. Michigan has had for many years a law requiring equal pay for men and women. It had never been enforced until Mr. Gibson came into office. Then the Supreme Court of Michigan declared the law constitutional, which gave Mr. Gibson a chance to enforce this law.

Major Wilson. Once the need for the use of women has been established in any establishment, there are a number of points which should be examined rather carefully in connection with their introduction, training, and handling.

Establish the operations in which women are to be used.

It is most essential before wholesale introduction of women to Ordnance field establishments to examine the mission of the establishment and to ascertain what types of operations will be performed in the establishment, as the type of skills to be taught to the new women are relatively different between establishments. In addition, needs for women should be anticipated far enough in advance so as to insure intelligent training for placement on the job.

Breakdown of skills.

When the operation has been decided upon and the number of women to be introduced, as well as the jobs in which they are to be placed, the next step is one of training them in the types of operation they are to do. In connection with the introduction of women in mechanical jobs such as machine operators usually doing semi-skilled and repetitive work, it is most necessary that fundamental training on these skills be given. It is readily understandable that due to lack of time a woman cannot be trained to replace 100 percent a machinist, mechanic, or some person who, due to long experience, has been doing a rather skilled job. On the other hand, a great many of the mechanical jobs can be broken down into component skills, and women replacements can be trained in a matter of a few weeks to perform adequately any one of these component parts.

Proper placement.

In connection with the training of the individuals on component parts of any general mechanical skill, the question of placement is very important. We must guard against the placement of a woman in a job for which she is totally unsuited, and for that reason before actual placement takes place we should examine each candidate in accordance with the following factors:

Physical.

Certainly it is essential that we get a person on the proper job from the physical viewpoint. A small woman could not, over a long period of time, handle a manual job requiring considerable muscle, and any training given on this type of job would be utterly wasted.

Emotional.

By this is meant the placement of a woman on a job to which she is most emotionally suited. A highly energetic type would soon become dissatisfied and become a problem if she were placed on a very routine operation, whereas the more placid type should fit very successfully on a highly repetitive job requiring no great amount of energy. Likewise, many women cannot stand shop noises, and if placed there would just become a question of time before they either cracked under the strain or became dissatisfied and wanted a change.

Intelligence.

This factor should be examined very closely, usually through some sort of screening test. Again, if not properly evaluated, we can make poor use of intelligence. Certainly the placement of an intelligent woman in a job requiring no intelligence at all would drive her to distraction, and at the same time we cannot expect a woman of very limited intelligence to handle a job over her head.

Mechanical Aptitude.

This factor also can be measured to some degree by mechanical-aptitude and finger-dexterity tests. Although a great many of the women that will be employed in field establishments will have had no actual mechanical background, inherently they may have considerable mechanical aptitude, and for this reason every care should be used to place an individual with this aptitude on a job where it can be used. There are sufficient jobs not requiring mechanical aptitude where those

lacking it can be used very efficiently.

Proper orientation.

It must be realized that women coming into field establishments will be coming into an entirely new environment. It is just as strange to them as it would be to a group of men starting out on housework. For this reason the proper orientation in the shop or the plant is essential. Women should not be thrown into the shop, shown a machine ~~for~~ which they have been trained to operate usually in a more favorable atmosphere, and expected to react like men. For this reason it is strongly advised that women be oriented properly. By that is meant the women be taken in hand by a sympathetic foreman and explained some of the reasons for the unusually different atmosphere.

Equal pay for doing similar work ~~as~~ men.

Nothing contributes more to ~~a more~~ an efficient organization of women than to pay them the same rate as men if they are doing the same job. ~~On the contrary,~~ In fact, any departure from this procedure will lead to multiple problems of grievances and loss of production. It must be kept in mind, however, that if women are doing what seems to be similar work as men, and the latter must do certain manual work in connection with the operation which the women, due to their lack of physical strength cannot perform, certainly a differential can be justified, for if not, you have the same problem with respect to men who feel they are not being compensated fairly.

Proper handling and follow-up.

Many foremen, when they think of bringing women into the plants or shops, throw up their hands in despair and say, "What must we do - must we place bows on the machines, or must we place cretonne curtains at the windows, or do we place all the women on one side of the shop and the men on the other and treat each as a

separate problem?" The answer is no. We have found through experience that women react the same as men; they prefer to be considered as workers, and if they are paid the same and treated with the same consideration as you should treat men, there should be no problems arising. There are certain biological differences, of course, between men and women, and facilities and certain floor ladies should be provided for in the scheme of things.

Use of female supervision.

In connection with the use of female supervisors, due to the rapid influx of women into field establishments, none of them have had sufficient mechanical background to set them up as qualified persons to supervise the activities of others. For this reason the selection of any woman to direct the activities of the others is usually met with opposition from the rest of the women, who feel that those individuals selected have no greater qualifications. For this reason, we would suggest that wherever possible men supervisors be retained, as we have found that women react more favorably under their supervision. There should be started, however, training courses for women supervisors so that in time there will be a definite upgrading of unusually apt women, who not only demonstrate their superior knowledge and skill but also develop the attributes of good leadership.

Miss Carr. I have been out ~~in~~ visiting factories for the past two weeks and I have heard many times that women don't like women supervisors. I have found that in few places (any effort [is] made to train women for supervisory positions. A great deal of valuable time has been used in training the workers who are put under a woman supervisor with no training. I think women should be trained as supervisors and given an opportunity to hold some of the better-paid jobs in industry.

Miss Anderson. After all it isn't so much whether the supervisor is a man or a woman. It is the person. It is a question of whether or not the individual is equipped, has knowledge of the operations, and knows human nature, which decides whether he is a good supervisor or not. I am sure that we will find misfits among the men as well as among the women. I think there is not enough careful choosing of the supervisors to assure that they make good. Somebody in the factory says, "We are going to put in a woman supervisor." Then they pick out somebody, very often from the outside who doesn't know factory operations.

I insist you have to know the operation in order to be a supervisor. Whatever else you know, you should know the job. We have many women who have made good supervisors, very fine, and we have very bad supervisors among men. Having worked in a factory for a good many years, I know something about this. The qualifications of the person, man or woman, determine his success.

I am going to adjourn the meeting at this time. I hope very much that the representatives of the War and Navy departments will return this afternoon when the State labor commissioners want to discuss with them State hour laws for women.

March 11, Afternoon Session

Hours of Work of Women Workers

Mary Anderson, Director, Women's Bureau, Presiding

Miss Anderson. Again I must say how I am sorry the Secretary is unable to preside. We expected her to be here this afternoon, but she has found it impossible to return.

In opening the discussion I want to review a little of the history of State hour laws for women during this war period. In January 1942, soon after we entered the war, the Secretary of Labor called a conference of State labor commissioners and representatives of Federal agencies directly concerned with the war, including the War and Navy Departments, to consider labor standards in war industries. The standards agreed upon later were issued as a policy statement signed by top officials of the War Department, Navy Department, Maritime Commission, War Manpower Commission, War Production Board, Commerce Department, Public Health Service, and Department of Labor. These standards include:

1. A maximum 48-hour week.
2. An 8-hour day.
3. One day of rest in seven.
4. Adequate rest and meal periods.
5. Adaptation of hours of work and working conditions to the age and sex of the worker, except that there must be no relaxation or modification of standards governing the employment of minors under 16.
6. Proper safeguards for health and safety.
7. The same wage rates for women as for men.

They standards have been reaffirmed several times since by national conferences called by the Secretaries and by representatives of Federal agencies. The most recent statement of joint policy incorporating these standards was issued December 31, 1942, by the War, Navy, and Labor Departments, War Production Board, War Manpower Commission, Maritime Commission, and Office of Defense Transportation.

We all recognize that working hours should not exceed 48 a week if the greatest production is to be achieved. It has been demonstrated time and again that maximum production over a long period of time falls off if working hours are too long. The English proved this in the last war. We realize that in a war period emergencies sometimes arise that make employment for longer hours temporarily necessary. To meet these emergencies a practical procedure has been worked out. Employers apply to State labor commissioners for permission to employ women for hours in excess of those established by law. If upon investigation the Commissioner finds justification for longer hours, he may issue a permit setting forth the conditions and period for which women may work longer hours.

We hope we may have a full discussion this afternoon of how this plan has worked. We have representatives of the Army and Navy with us whose major interest is in production. We have State labor officials responsible for administering hour laws for women. Some very bad bills have been introduced in State legislatures this winter that would practically suspend for the duration of the war State hour laws for women. If the present plan of granting temporary exemption is meeting the Army's and Navy's need for production, there is no need for such legislation [illegible] and these bills should be defeated. I am going to ask Mr. Connolly of Rhode Island to open the discussion.

Mr. Connolly (Rhode Island). Madam Chairman. I have attended every one of the conferences that recommended these standards. We in Rhode Island are very much concerned about these matters. We said this morning that millions more women are going to be needed by industry. We not only have to get these women into industry but we have to keep the women already employed, if we are going to produce all the Army and Navy are asking for. If women are going to have to work excessively long hours in factories, they are going to give up their jobs and stay at home to take care of their families. They can't do both. If this is going to be a long-drawn-out war, we must make it possible for these women to stay on the job and produce until the war is over.

In Rhode Island we have consulted specialists and doctors about the effect of long hours on health. Dr. John Donnelly, one of the leading neurologists in our part of the country, told me that in the 6 months following Pearl Harbor his patients increased 100 percent. At least 75 percent of these patients, he said, needed nothing more than rest.

The Federal Products corporation of Rhode Island has tried a very interesting experiment. Soon after the declaration of war, representatives of this firm reported to me that they were going to change from a 40- to a 56-hour week, because the War and Navy Departments were demanding increased production. This company employed no women at that time and the State hour law does not apply to men. I told them, however, I thought they were making a mistake.

At the end of four months they came to me again and said, "For two months our production went ahead by leaps and bounds. But we are below the per hour production that we were getting on the 40-hour week. So we are going to try a new arrangement." They are now employing women in their plant. "We are setting up a 39-hour week and six-hour day." They asked for permission

to put it into effect and I granted it. At the end of six months they reported their production had increased 50 percent per man per hour under the 6-hour day. They said it had almost eliminated absenteeism, because a man beginning work at 7 o'clock in the morning was out at 1 o'clock in the afternoon. In fact, he didn't work full ~~six~~ 6 hours, because they allow 20 minutes at the end of each 6 hours for change of shifts, thus bringing the hours worked down even below 6 a day. That firm is still operating on that schedule and has increased its production month after month.

In Rhode Island we have a legislature that is very much interested in laws for the protection of women workers and ~~that~~ wants these laws enforced. The Rhode Island hour law for women does not provide for longer hours in emergencies. Last year several bills were introduced in the legislature that would have granted to the director of labor the authority to extend hours. None of these bills passed. Instead the legislature adopted a resolution commending the Governor and the Director of Labor for refusing to lengthen hours of work. This year not a single bill to lengthen hours has been introduced and no bills may be introduced in the Rhode Island legislature after next week.

When bottlenecks appear and a firm can't get a war contract out on time, we grant a permit to employ women for more than 48 hours. We never grant permits for more than 30 days. If at the end of 30 days there is need for an extension we grant it. But the firm must show that it is trying to solve the problem in some way other than by extending hours. That is, they must train new people, or operate on more than one shift, or in some other way try to prevent long hours. We don't insist on this just because we want to be dictatorial, but because we want production in Rhode Island to be at a high level, and we believe this can be accomplished only if working hours are kept reasonable.

Within the past three months we have granted perhaps 10 exceptions to the hour law, none for more than 30 days. Five of the 10 firms granted permits did not put them into effect. Why they requested them, I don't know.

Right after Pearl Harbor we were deluged with requests for relaxation of the hour law. One textile mill, operating 42 looms, was devoting 5 of these to produce essential war material for the Army. On the other 37 looms goods for the civilian market were being made. This employer asked for an extension of hours. I said, "If the situation is so critical, why don't you put all your looms on Army work? Then you wouldn't have to increase hours." The answer was, "Nothing doing. I was in business in the last war and lost all my civilian trade doing business for the Government. This time I'm taking care of that trade." I reported that case to Washington. Now that plant is devoting all 42 looms to making Army goods.

However, we had so many requests for longer hours, right after war was declared, from firms in similar situations, that I finally took the position that I would not grant permits to any firm that was not 50 percent or more on war work. That had the desired effect. Most of these plants turned a greater proportion of their machines over to war work, and longer hours were not necessary. We found a few cases where for some reason the plant could not turn all of its machines over to war work. In such cases, if longer hours for short periods were necessary to complete a war contract, we granted a permit.

I hope this conference will go on record as reaffirming the hour standards endorsed by previous conferences. If we are going to keep production up to the highest possible maximum, we can do it only by maintaining standards such as these.

Miss Anderson. Thank you, Mr. Connolly.

Mr. Strain (Ohio). This morning we discussed the jobs that women can appropriately fill. In Ohio we have a law which prohibits the employment of women in a good many occupations. Labor has agreed that ~~a great~~ many of these prohibitions should be eliminated for the duration of the emergency.

This morning there was some discussion of deliberate slow-downs brought about by women workers. Some slow-downs may be caused by collective discontent, but more often slow-downs are caused by fatigue which results from long hours. After a few weeks of long hours, work becomes drudgery, and workers take a day off. Then there is illness caused by long hours. These are the real causes of slow-downs.

We have a great many requests in Ohio for relaxation of our hour law. As in Rhode Island, the director has no legal authority to grant exemptions. We have granted them as a matter of public policy, you might say. Permits for long hours have been granted in Ohio upon the insistence of procurement officers of the War and Navy. To be quite frank about it, I think the plant managers, who want to speed up production, often inspire the procurement officers to request these permits. It is very hard to turn down requests for long hours when agents of the armed forces insist upon them.

Sometimes these requests are justified, but often actual conditions, I am sure, are not as represented in my office. As an example of a legitimate case, I might cite the case of two firms making mosquito bar. I was skeptical about their applications for longer hours, but I granted permits for two weeks. Several weeks later I read an article explaining how important sand-fly bar was to the invasion of Africa, and the efforts that had been made to rush it to the scene of action. That was a legitimate request.

But sometimes what seem to me unfair practices are used. For example, one of our manufacturers in Ohio advised a procurement officer that he had plant capacity enough to produce only 25 percent of the order the Government wanted to place. He signed a contract for that amount. Only a few weeks later the procurement officer ordered that plant to produce more units than contracted for. The result was a request for relaxation of hours.

There is a bill in the Ohio legislature that would amend the hour law for women so as to give employers a free rein. This bill is not so much inspired by the war need as by those who take this opportunity to get rid of all legal regulations of hours. I believe there should be a basic maximum-hour law for the employment of women, and the limit should be 48 hours, with provision for emergencies.

Miss Anderson. I wonder if we could hear from Rear Admiral Fisher about how the Navy has got along with these standards.

Admiral Fisher. Madam Chairman, ladies and gentlemen, it is a privilege and an honor to address this assembly and I would like to begin by expressing our appreciation of the cooperation that the Navy Department feels and knows it has had from the State labor commissioners throughout the country, and their assistants. Sometime ago, early in 1942, we authorized our Naval representatives in the field - that is, the officers that we call the inspectors of naval material and supervisors of shipbuilding, inspectors of ordnance material, inspectors of aeronautic material, and so forth, to authenticate requests made by Naval contractors for relaxation of State labor laws in those instances where such relaxation appeared justified in the interest of the war effort.

We took particular pains, however, to instruct our representatives that they were to use extreme care in requests for such relaxation so that the practice would not be overdone. Not many such cases have come to the attention of

the Office of the Assistant Secretary of the Navy. Prior to this meeting the various bureaus of the Navy Department were asked how frequently they had been called upon to accede to requests for modification of State labor laws and a surprisingly small number of cases was reported. This fact and the experience of my office would indicate that these matters for the most part have been settled satisfactorily on the spot in the field, which is the place where I think most of them should be settled. It may be further concluded that to date the various State departments of labor must have looked with favor upon such requests, as they have in most instances granted certain waivers of State labor requirements. At the Ninth National Conference on Labor Legislation, at Indianapolis, November 17 and 18 last year, a statement was made on the part of the State commissioners of labor concerning the good cooperation of the war agencies with the State departments of labor, and I sincerely trust that this happy state of affairs will continue. The request most frequently made, from the information at my disposal, is for permission to work women beyond the hours provided for in the various State laws. The need to work women on at least two shifts has been the cause for an abundance of such requests.

Requests for permission to work minors perhaps rank second in number. Sunday work in a majority of States has been held during the existing war period as necessary work and hence the restrictions prohibiting Sunday work have been practically universally modified or temporarily at least read out of the law. Another provision found in many State laws is the mandatory requirement for one day's rest in 7. Most of the State labor commissioners have waived this provision providing proof was shown that no other work schedule would keep production at a necessary maximum. We have no intention of requesting or suggesting any blanket

relaxation of specific State labor law, for one reason, because information is lacking now ~~to~~ us concerning a sufficient number of cases upon which to determine any definite, sensible, reasonable pattern, and in my opinion the best approach from now on is to continue our present methods and attain thereby sufficient flexibility so that ~~that~~ necessary - and I want to emphasize necessary - relaxation can be obtained in specific critical instances.

As to women working at night, I agree that this is undesirable, but war is also undesirable and I have seen statements to the effect that the women of this country are perhaps fully as able to take care of themselves at night as are their brother workers of the male sex. The necessary increase in our armed forces we recognize is causing more and more women to go into industry and to join the war production lines. We sincerely trust that the hours and conditions of work of women may be kept within reasonable bounds, but if the war should make it necessary - which God forbid - I have sufficient respect for the patriotism and the physical stamina of the women of America to believe that the glorious pattern set by the people of Russia can be matched by our own women.

Miss Anderson. Thank you very much. We might say as far as night work is concerned, it was generally understood by the commissioners of the States, I think, that the night-work laws for adult women would be waived in war industries upon application to labor commissioners. Wherever there are three shifts, women are working on the night shift the same as the men.

Miss Stitt. May I ask Admiral Fisher a question? Do I understand from what you said that the 48-hour-week and the 8-hour-day standards have worked satisfactorily when exemptions have been granted by the State commissioners? Has that procedure worked satisfactorily for the Navy?

Admiral Fisher. I did not make any such specific statement.

Miss Stitt. These are the standards that have been recommended - 8 and 48 - and endorsed by the Navy Department. I am wondering if these standards have met your needs, when relaxation has been granted in specific cases where emergencies have arisen.

Admiral Fisher. That is a very difficult question for me to answer because I don't think there is any standard pattern of definite hours of work among the private contractors, nor in our own Navy yards, and among the private contractors that are working for the Navy. They vary all over the lot. Some of our contractors work less than 40 hours. Most of our contractors work a great deal more than that, and endeavor to measure the necessity for work on the basis of war requirements for production. We hope we do it as wisely as possible. We realize fully that the final decisions are absolutely in the hands of a labor commissioner of a State and the government and legislature of a State. We present our case as we see it, and we feel that we have no right to coerce or otherwise urge, except by a statement of fact and necessity, as we see it, and we are perfectly willing to abide by the decision of the States.

As to this 8-hour and 48-hour standard, most of my work very naturally is concerned with the shipbuilding industry, not only in our Navy yards but in our private shipyards, and women are being introduced at an increasingly rapid rate in shipbuilding, as we all know. But as yet the proportion is quite small, most of them being office workers, but they are coming in in increasing numbers as all sorts of mechanical help and in laboring trades and occupations. Nobody as yet has succeeded in getting an agreement upon a satisfactory standard of 8-hour shifts versus 9-hour shifts, or versus 10-hour shifts, if you will, or one day of rest in 7, or one day off every two weeks, but we are constantly endeavoring to attain the standards that were agreed to by the eight Government

departments that the Chairman spoke of in her opening remarks.

We have by no means reached that point yet, in my opinion. I am afraid that is, as I started out by saying, a rather unsatisfactory answer because it is not specific.

Miss Stitt. My point was, though, if the States are granting exemptions for emergencies, as Mr. Connolly and Mr. Strain said they were doing in their States, does that meet the need of the shipbuilders?

Admiral Fisher. That is all we have ever asked; that is all that I hope we ever will ask; and, putting it another way, there is absolutely no intention, that I know of, to ask any change in any law, except for the possible change in some State laws that do not allow now discretion in the Commissioner of Labor or Director of Labor.

Miss Stitt. The Navy would not ask that a basic law be changed to extend the basic hours beyond 48 if the Labor Commissioner --

Admiral Fisher. I think I can go farther than that and say the Navy would join you in resisting it.

Miss Stitt. Providing the State Commissioners had authority to authorize or issue exemptions in times of emergency, you would stand with the Labor Commissioners on the 48-hour # basic legal week?

Admiral Fisher. Yes.

Miss Stitt. Thank you very much.

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Mrs. Morrow. At the outbreak of the war Pennsylvania was in a unique situation. We were the only industrial State limiting the hours of work to 44 a week. We were fortunate in having a provision in the women's hour law that gives the Industrial Board and the Commissioner of Labor certain broad powers which were exercised in this emergency. We set up a procedure to extend the hours to 48. That worked very satisfactorily. Admiral Fisher stated that the representatives of the Navy in the field notify the State departments of labor as to needs for relaxation. Many plants in Pennsylvania soon after the United States declared war called to tell us that either the Army, Navy, or Air Force, or the Ordnance representative in their particular plant, wished a relaxation of hour laws for a certain period. We coulan't cope with the situation. We didn't know just how authoritative these gentlemen in the field were at that particular time.

We found that many of the so-called requests from the various branches of the armed forces were coming from civilian inspectors who spoke in rather authoritative terms as to what the particular plant needed. We met with representatives of the various branches of the armed services in Pennsylvania, those really in authority, and established a clearance. Plant representatives of the War and Navy Departments notify their officers in Philadelphia of need for relaxation. We get the word from those officers at headquarters. Sometimes when confusion exists we make a joint inspection. That procedure has proved satisfactory, not only to the State Department of Labor, but also, I'm sure, to the various branches of the armed forces.

We have granted 1,500 manufacturing establishments permission to work 48 hours. We will grant every manufacturer in Pennsylvania that needs 48 hours, 48 hours at this particular time. Other requests for variation beyond 48 hours have been limited, sometimes to 44 hours, sometimes to two weeks, and at the most

to a month. Of course, these permits are extended if the necessity is absolutely proven.

I would like to hear an expression from some of the States about the type of work they find most satisfactory for the younger workers. We have had entirely too much pressure from what I call recreational groups to break down our laws. Bowling alleys, saying they represent 550,000 people in the State, wanting relaxation of the laws in regard to child labor and the number of hours children may work. I would like to know how other States handle the demands that come from these so-called recreational facilities for an extension of hours.

Miss Anderson. I think we would like to hear from New York, Mr. Schmidt.

Mr. Schmidt (New York). To answer the last question first, as far as pin boys in bowling alleys, ~~and pool parlors, etc.,~~ are concerned, we have no trepidation whatever about denying such requests on the ground that these occupations come neither within the scope of war work nor within the scope of essential civilian industries. As you probably know, our statute authorizing exemptions covers only war work as therein defined. I am told there is to be an amendment this session extending the law to essential civilian industries.

Our law authorizing dispensations in war work provides standards, such as no dispensation shall be granted for minors under the age of 18. No dispensation may be granted that will interfere with the health of the workers involved. The law provides further that the available labor supply must be exhausted before a dispensation may be granted, and reasonable organizational and other adjustment must be made by the plant. While the statute recognizes the paramount importance of maximum war production, it seeks to assure that maximum production will indeed be effected by granting the dispensations.

The burden of proof on that subject and on the subject of fulfillment of the other standards in the statute ~~are~~ is placed upon the applicant employer. The question of essential civilian needs extends beyond the need of war work, which can be determined with some accuracy by the administration. However, I suppose the extension of such a program to essential civilian needs, or essential non-combatant needs, should be broad enough in scope to permit reasonable administrative decision. As the war progresses and scarcities and shortages increase, we perhaps may have to do things that at the moment we can't anticipate. While we have a vague idea that certain restaurants, laundries, and dry-cleaning establishments may be classified as rendering service essential to civilian consumers, we have no accurate idea as to precise standards for such classification. We have given some consideration to such standards. For example, before granting a dispensation for essential civilian services it would have to be demonstrated that the service could not be supplied by other rival means or agencies. It would have to be demonstrated also that the service indeed meets a basic subsistence need for the current wartime development. England has discovered that certain goods and services which at one stage in the war were thought indispensable since have been relinquished. What is a basic need necessarily must change from time to time depending on changing circumstances. Dispensations for civilian industries should be limited to those geographic areas where a real labof shortage exists, and where the need for the service has been demonstrated to be basic and acute.

According to yesterday's NEW YORK TIMES a dispensation bill was introduced in the New York legislature applying to non-combatant industries which specifies no standards. [This bill later was passed.] Moreover, it permits the war council of the State of New York to act upon applications for dispensations for young people between 16 and 18. We in New York who have been close to the problem have not seen any demonstration of the need to lower the age below 18.

Mr. Herzberger (New York). Our experience in granting dispensations has been confined entirely to war plants. The application of the dispensation law of a year ago is limited to war industries.

Every request for relaxation from the New York State labor law is investigated even when applicants for dispensations are found to hold legitimate war contracts. An inspector goes to the plant, observes the operations for which relaxation is requested, finds out how many people are employed, makes physical inspection of the plant, determines whether a training program for new workers has been set up, and confers with the U. S. Employment Service as to the availability of labor for that particular type of work. The inspector then submits his report to a departmental committee to determine what action shall be taken, based on the facts set forth in the report.

No dispensation is granted for ~~more~~ longer than six months. Very often the inspector is able to point out how the situation can be overcome without granting a dispensation. I know that statistics on our activities during the 14 months this dispensation law has been in effect would show innumerable instances where applications for dispensation have been made and withdrawn by the employer because it has been pointed out to him that his difficulty could be overcome without actually increasing the number of hours of work or putting women on graveyard shifts.

Mrs. Smith (Massachusetts). Commissioner Moriarty has been given the right to relax some of our laws. He has worked out a plan by which liaison officers of the Army and the Navy work with him. When a question comes up as to whether or not a plant should extend hours beyond 48, or whether women should be put on the night shift, he talks it over with these liaison officers, who advise him as to the need for relaxation. It has worked beautifully.

Miss Stitt. What do you do, Miss Papert, when a restaurant asks for permission to employ women more than 48 hours?

Miss Papert (New York). As Mr. Herzberger has indicated, the term war work as defined in our laws is clear-cut. If a firm holding a war contract has a cafeteria and needs to employ women longer than 48 hours so they can serve food to the war workers, dispensations have been granted. No dispensations have been granted to restaurants outside war plants, though there have been requests from such restaurants ~~outside war plants~~. For instance, one restaurant in New York City, near a terminal where war workers from Jersey get off the ferry, claims it is feeding war workers and should have a dispensation. We also have had some requests from laundries. The fuel situation complicated the problem for laundries in New York City and up-State.

The day the newspapers carried the story about the introduction of an amendment to the dispensation bill extending coverage to any industry necessary "to promote and protect the public health and welfare," our office was swamped with telephone calls inquiring about permits. It may be that certain essential civilian industries cannot operate under ordinary peacetime regulations. But I think we have a real problem in determining what are essential industries, and in setting standards for granting dispensations.

Mr. Gibson (Michigan). I shouldn't discuss maintaining hour standards for women, I suppose, when in Michigan we have a very old and antiquated law which permits women's employment for 54 hours a week and 10 hours a day. But we have our problems with even that type of law. I think, if our law permitted 12 hours a day and 70 hours a week, we would still have requests for exemptions. That is so, because industry is lazy and wants to take the easiest way out. It is easier to increase hours than to train new people to do the work.

In the very early stages of the war one of our industries in Michigan found it difficult to get machinery and other equipment, and asked for longer hours. We surveyed the industry and allowed them temporarily to employ women 10 hours a day for 6 days. The result was that after 30 days of these long hours, practically all the girls took Saturday afternoon off to have their hair curled and do their shopping. Absenteeism increased so much that the effect of the permit to employ women longer hours was counteracted. That was the last permit I gave.

I gave one temporary permit for a weekend. A plant had some very vital war materials to get out and I allowed them to work through one Sunday in violation of the law. I think such temporary exemptions are essential to the war effort. But this basic program of a maximum 48-hour week and 8-hour day agreed on in December by the groups that were called into Washington is absolutely essential to the maximum production. I think that experience will show that when we exceed that limit production suffers so much that we gain nothing by working the additional hours.

The other day a plant called to ask permission to work on Sunday. I said, "What is your hour schedule?" They had just changed from three 8-hour shifts to two 9-hour shifts, 7 days a week. To me that isn't the way to increase production; it is the best way in the world to decrease it. Naturally I didn't give permission to employ workers 7 days a week. If their production wasn't essential enough to warrant three 8-hour shifts, it wasn't essential enough to warrant an exemption. I think this whole question of the maximum hours women should work centers around one thing, and that is maximum production.

We have seen a lot in the papers about absenteeism in the last few days. But I defy you to work anyone 7 days a week, or even 6 days a week on long shifts, and not have an avalanche of absenteeism. It is inevitable. A recent General Motors study showed that absenteeism was much greater among women employees than among the stable male employees in a plant. It showed that there is far less absenteeism among the new women employees than among new male employees. The explanation was that these new girls had worked in service trades where the hours are longer than the average manufacturing day. They had been used to working six days a week. The men were floaters that never had worked very steadily anywhere. I think as we put more married women on the production line this problem is going to increase. Married women have to have one day off for home duties. They will not continue to work if they don't, or they will be absent one day.

Minors are a problem with all of us. I don't know where all the minors are to come from to fill the jobs people think they can fill during the coming months. I agree with the labor commissioners from other States, minors in bowling alleys are going to have to go. A lot of us are going to have to do without service we are used to, if we are to produce munitions necessary to the successful execution of this war.

I think the standards set up in December should be maintained. In an emergency exemptions might be made, but we should not vary them very much even then if we are to get maximum efficiency.

Miss Anderson. I wonder if we could hear from the War Department as to just how they have got along with this exemption procedure.

Major Sufrin: I represent the Industrial Personnel Division of the War Department; Mr. Mitchell was unable to come this afternoon and asked me to bring you his greetings.

On the whole, we have found a very cooperative attitude on the part of the States. The whole question of our relations with the States and with the Department of Labor in relaxation of State laws on one hand and Federal laws on the other has been working out. I should like to point out a little bit about the organization of the War Department, because I think by doing that it will help some of the commissioners. The country is divided into nine Service Commands; each Service Command has a branch called the Labor Branch with a chief. In addition the Supply Services have Labor Officers. The Supply Services, the actual agencies which make the goods or which supervise their contractors making the goods, are in the first instance charged with the responsibility of seeing that the labor matters are handled properly, from the viewpoint of the War Department.

In some instances, the Supply Services actually have officers who do nothing but concern themselves with labor problems as labor supply, the relaxation of labor laws probably being a secondary problem, on the whole. Certain Supply Services have felt they don't want a man specifically detailed to concern himself with labor problems, but rather they are contracting officers who frequently remain in one plant or divide their time among a few plants, and as a Labor Supply Officer, or the Officer concerned with relaxation of labor laws or certain other labor matters.

Our instructions to the Labor Officers in the field include information with respect to the question of relaxation of labor laws. This question is basically one which is the concern of our contractors. I think it true to say that we hired them to get production. Consequently, if there is a question

having to do with the relaxation of a labor law, the contractor should go to the appropriate State agency to see what he can do about getting relaxation. Frequently the State agency says to the contractor that it would like to have some more authoritative statement on this. In those instances the Labor Officer, if in his opinion relaxation is necessary, will go with the contractor or go by himself to the State department to bring the matter to its attention.

We have instructed our Labor Officers not to be capricious in attempting to secure relaxation. We have told them to be sure that there was no available labor supply, or if there was available labor supply the relaxation for a very short time would be very pointless. For example, in my own State of Ohio to pull in 300 women to the Goodrich plant for a period of two days or a week, while some other plant might need them very badly, would be pointless. In those cases we told our Labor Officers to make statements to the State agencies concerning the facts.

The War Department doesn't like to be in the position of bludgeoning somebody. There was an undertone among some of the commissioners that the Department had put some pressures on them. That is not our purpose. What we are trying is simply to inform the State through the contractor, or directly, as to the importance of production and whatever we happen to know about the labor supply. (The Commissioner from Ohio, I think, raised the question of mosquito netting.)

That occurred in several States at the same time and is an interesting story of not much importance now. That was right before the invasion of Africa and we had orders to see that certain particular items were gotten at a certain time because the troop ships would be leaving. We guessed something was going

on in a hot climate; none of us knew what. Several States were requested to relax hours laws for women on that occasion.

In case of military activity you are bound to have certain cases where the War Department doesn't tell the officers getting the job done why the job is being done. I think that is what people mean when they say "he is a good soldier." We just say we have to do it and then do anything to get the job done. But on the whole, there have been very few conflicts with the States and very little misunderstanding. In the past four months since these things have been coming over my desk, I have noted a steady decline in requests for relaxation. Four months ago there were several a week; we now have them very infrequently.

I went through that little story of how our relaxation requests originate, and the theory behind it, because the War Department has a fairly well thought out policy on the matter and we try never to act capriciously, never to take over any of the functions which are properly those of the State.

Miss Anderson. Does the War Department feel that this method of relaxation is working out fairly well for them?

Major Sufrin. On the whole, yes.

Miss Anderson. I wonder if someone else from the War Department has anything to contribute.

Captain Sullivan. Representing the air forces, I can say that in 16 States in our district we have had in the past nine months only one request for intervention and that was in Indiana; it was not relaxation but new legislation. We passed the ball back to the contractor and the labor leaders because we feel

that this word necessity is one that comes to us from the combat fronts; they are necessary war materials, determined either by strategic considerations or combat considerations. The poor procurement officer has to get the stuff out. He has no alternative. If in his ambition to make good on the job he gets his neck out occasionally in trying to aid the contractor in getting relaxation and exemption or new legislation, that is not because he represents the War Department's policy, it is because of his enthusiasm in his job and the pressure is on him, the heat is on him, to get this particular tool out, needed at the front, and he can't make excuses, because he is in the Army. He won't last long as a procurement officer or resident representative if he doesn't deliver the goods.

We think that is a civilian problem that affects social and economic policy; not a military problem. We want the civilians to get the tools out. The military forces will do the fighting but we must have the tools.

Miss Anderson. Has anyone else from the War Department anything to contribute?

Colonel Walker of the Office of the Quartermaster General explained the serious labor shortage that is anticipated in the canning industry, and asked what policy the State labor commissioners would follow in granting requests for longer hours in canneries. It appeared from the discussion that followed that canning is considered a war industry by the labor commissioners and permits are granted to canners on the same basis as to other producers holding war contracts. Colonel Walker explained further that it was the "very definite policy of the Army never to permit itself to be used as the lever to break down any State law or the rulings of any department." Conditions over which the War Department has no control sometimes make temporary relaxation necessary.

Summary of the discussion of standards

The question of the standards that should be incorporated in permits granting exemptions from State labor laws was raised, and the discussion is summarized as follows:

1. The period for which permits are granted.

It was agreed that permits should be granted for short periods only and renewed only when absolutely necessary. Thirty days was the usual maximum period. Twenty-four hours was common in cases of short emergencies. In Rhode Island the consent of the women employees to work longer than 48 hours must be secured before a permit is issued.

2. Lunch periods.

The 30-minute lunch period was agreed on as the standard that should be maintained. Massachusetts never permits a shorter period. Pennsylvania has

allowed two 15-minute periods in an 8-hour work day, when a plant has been in the act of chaning to a 3-shift basis. New York has granted a few permits for 20-minute lunch periods on the condition that the period be paid for and that satisfactory eating facilities within the plant be provided.

Seven-day week.

The 7-day week is an employment condition unanimously condemned by the conference. New York practically never issues a permit authorizing the employment of women for 7 days a week. The employment of men on 7 consecutive days 6 times in 6 months has been permitted. Mr. Connolly of Rhode Island and Mr. Gibson of Michigan expressed strong opposition to relaxing one-day-rest-in-seven regulations, because they believe production seriously suffers as a result of seven days' continuous employment. Mr. Gordon of the British Embassy told the conference that a firm in the east of England recently had been prosecuted for employing women 21 consecutive days - 7 days a week for 3 ~~days~~ weeks, and that Mr. Bevin, Minister of Labor and National Services, had approved the prosecution.

Resolutions Committee.

At the request of the conference, Miss Anderson appointed a resolutions committee naming Mr. William L. Connolly of Rhode Island chairman and Mr. John W. Gibson of Michigan member. (For the resolutions adopted by the conference see page _____.)

new page

March 12, Morning Session

Industrial Safety and Health Standards for Women Workers

Mary Anderson, Director, Women's Bureau, Presiding

Miss Anderson. This morning we are to discuss the industrial safety and health standards for women workers, and I have asked Mrs. Mettert, who is our specialist on that question, to give us a little outline of the problems before we begin the general discussion.

Mrs. Mettert. Miss Anderson, ladies and gentlemen: America's grim industrial race to turn out the weapons of freedom is likely to produce as unwanted byproducts a variety of industrial injuries and diseases. The mimeographed sheet that has been distributed among you outlines some of these by-products especially as they may affect women. It is of the utmost importance to war production that everything possible be done to maintain the health and safety of women workers at this time. Only by prompt investigation of unusual illnesses or preferably by preventive advance measures can potentially dangerous conditions be eliminated or reduced. It is essential that State inspection services be maintained at a high level of efficiency so that we can know what are the effects on women of new exposures during this war period. Thorough inspection also is necessary so that we can evaluate preventive programs.

We know from past experience that women have been more harmfully affected by certain industrial exposures than men. We have at this time a great many new exposures with which we have no experience and it is quite probable that women may suffer from such exposures in somewhat different manner from men. First, there must be a background of knowledge of what is happening to women in industry, the extent of their injuries, where these injuries are occurring,

and other facts about them. Such knowledge to be useful should be current and detailed. From the facts that we have about women's injuries we know now that they are increasing very rapidly, probably more rapidly than women's expansion in employment would warrant, because women are not only increasing in numbers in industry, but they are going into heavy and hazardous jobs.

A machine that is guarded so that it is safe for men is not necessarily so safe for a woman worker. It is essential when women are to be placed on machines formerly manned by men that some survey be made to determine whether it will be as safe for women as for men. A recent injury in an Ohio machine shop indicates the value of a survey would be. In this case the girl lost the tip of her left index finger while she was operating a screw machine. Investigation showed that the injured girl had exceptionally small fingers; she had met injury while placing a bolt in the top of the turret with her right hand. The cross slide which had completed this cut backed up and caught her finger. The space in which the finger was caught was so small that a man's finger could not have entered it. In a Buffalo plant a punch-press accident was attributed to the smaller fingers of the women who replaced the male operator.

Difference in height was discussed yesterday in connection with placement of women. Height may also be a factor in safety. If a girl is short her head may be brought closer to the moving parts of the machinery than is safe or her hands may be too far away from the controls. It is important in safety to recognize that most machines, tools, and other industrial equipment were designed for men who are on the average some five inches taller than women and whose reach is more than correspondingly longer.

After a machine is fully guarded it is still important to provide personal protective equipment for machine operators. The safety clothing that has been

devised for women falls into this category. Perhaps the most distressing accident that occurs to women in industry is that resulting from hair catching in the moving parts of machinery. British accident statistics showed that 179 accidents occurred from that cause during 1941. We have no similar analysis of American accidents, but we know from the many cases that come to our attention that there are many such cases occurring in this country. These accidents are mainly due to hair catching on spindles of drills or similar machines.

Attempts to frighten girls into wearing approved headgear generally prove useless. If this headwear is introduced in a democratic fashion it is usually accepted and worn. It should be comfortable and attractive. That such headwear is not only for safety, which may not make too great an impression on girl operators, but that it is a great protection to the hair, keeping it clean, and free from dirt, oils, and greases, may be stressed.

The question of how heavy work women should be allowed to do has occasioned much discussion. The problem has best been handled by making every possible use of mechanical means of lifting and carrying. When that is not possible, special consideration should be given to selecting the women who are to be placed on heavy jobs. When they are first placed on heavy work they should be given special training and education in methods of lifting and handling material.

Some firms have set definite weight limitations beyond which women are not allowed to lift; 25 pounds is the most usual such limitation. Some of these limitations are based on studies made within the plant of the fatigue that results from lifting objects of different weights. Of course a great many things must be taken into consideration in weight lifting, the number of times the object is to be lifted, the way it is to be lifted, whether it is a vertical or horizontal lift, the distance it is carried, and whether it is carried up or down stairs or ramps.

Exposure of women to harmful conditions and harmful materials in industry has greatly increased. In recent prewar years women were rarely employed in American industry on jobs on which they were exposed to the most serious lead hazards. Now we have reports from New York to California that women are replacing men in storage-battery manufacturing and in other occupations where there are serious lead hazards. Lead poisoning, of course, may be extremely serious to men, but it can have even more serious results for women operators. In spite of the fact that preventive measures are very well known, recent investigation shows that plants do not always maintain the best conditions. In some storage-battery plants, women habitually wear their work clothes home. Plants that have had men workers for many years have, of course, installed showers for them, but for the newer women workers these very necessary facilities have not always been installed. In one very dirty shop men and women were found eating without washing, and in their 10-minute rest periods they were practically all smoking without washing. In a common peacetime and relatively safe occupation for women, that of soldering, a lead hazard recently has developed. The reduction of the amount of tin that may be used in solder has caused an increase in the amount of lead. As a result the temperature of the solder must be increased. There is a definite lead fume hazard from this increased amount of lead and higher temperature.

The question has been raised as to the poisonous materials that are included in spray paints and dopes used in the aircraft industry. These dopes are thinned with toxic volatile solvents that have definite hazards. They may include toluene, amyl acetate, butyl acetate, or acetone. Doping and spray painting should be done in booths provided with exhaust ventilation to assure proper protection. If the work must be done on the open floor, spray painting and doping should be done only by operators supplied with air-hose masks and and the workroom itself should have general negative-pressure ventilation.

Cleanliness and good plant housekeeping are of first importance in industry; the factory inspectors can check on that and thus aid in reducing dangers of industrial poisoning. It is of the utmost importance that definite health maintenance programs for women be established in every plant in this country.

3 Summary of Discussion of Safety center

In the ensuing discussion the following participated: Mrs. Ackroyd, Rhode Island; Mr. Blake, Division of Labor Standards; Mr. Connolly, Rhode Island; Mr. Davie, New Hampshire; Miss Erskine, Division of Labor Standards; Mr. Gibson, Michigan; Mr. Gordon, British Embassy; Mr. Herzberger, New York; Mrs. Morrow, Pennsylvania; Commander Mitten, Navy Department; Mr. Roche, Maritime Commission; Mr. Tracy, Maritime Commission; Mr. Schmidt, New York; Capt. Sullivan, War Department, Air Force; Mr. Taylor, Maine; Mr. Zimmer, Division of Labor Standards.

The discussion centered around (1) the comparative frequency and severity of women's injuries and men's, (2) the special safety problems of women's work clothing, (3) the methods of instructing and supervising women workers, (4) the methods of enforcing safe work conditions on the employer, (5) the relation of excess fatigue and long hours to accident frequency, (6) special problems of control in connection with specified toxic materials, and (7) strain in heavy work.

Frequency and Severity of Women's Injuries.

There was general agreement that women are cautious workers, often more amenable to safety instruction than men in the same jobs. Nevertheless, a 1942 Michigan study cited by Mr. Gibson showed greatly increasing accident frequency among new women employees. Men's accidents continued to be much more severe than women's because of their heavier and more dangerous duties. The frequency of women's injuries seemed to be a result of women's greater care in reporting minor injuries, lack of safe clothing, lack of proper supervision, and insufficient safety education.

The high accident rate in the shipyard industry was cited by Mr. Roche, Maritime Commission, as the reason for a conference in Chicago at which about 90 percent of the industry was represented. Standards were developed for safety organizations and safety policy. These standards included setting up safety departments, hospitalization and first-aid facilities, safe practice procedures for all crafts and shipyards. It is expected there will be about 400,000 women in shipyards before the end of the year. Accident records will be kept and broken down according to sex. Present experience indicates that women do not have as many accidents as men in the shipyards and that they generally cooperate better than men.

Mr. Gordon spoke of the great increase in accident rates in Great Britain. While the increase has been greater for women, the accident rate among women is still not as high as among men. Transfer of women from the relatively safer work such as clothing trades to munitions accounts for much of the increase among women. Influence of the blackout, long hours, and poor ventilation have had their effects on the accident rates. Statistics in Britain do show increasingly good control of poisonous materials. Rigid standards are maintained for machine guarding.

Mr. Blake pointed out that the high ~~national~~ accident rate in the U.S. is much

affected by the poor safety performance of small industrial establishments that make up 80 to 90 percent of ~~our~~ industries in this country. It is to be hoped that the present effort to make jobs safe for new women workers will result also in safer conditions for men.

Mr. Taylor said ~~in~~ his experience in Maine shows that women are more careful than men and have fewer accidents. He pointed out that the accidents women have frequently result from fatigue caused by long hours of work. In one instance, he cited, the injured women had been working 7 days a week, 11 hours a day.

Special Safety Problems of Women's Work Clothing.

Mr. Roche of the Maritime Commission discussed the method by which standard safety garments were chosen for women in shipyards. Samples of work clothing for women were submitted from 175 firms to the Chicago conference. Detailed recommendations were made for specific safety considerations that the shipbuilding industry wanted in women's work clothing. A two-piece or coverall uniform with double sewed, flat seams, was decided upon. Provision must be made for binding overalls smoothly at the ankle. Long sleeves are required for outside work, short sleeves for shop work. Consideration must be given to design to fit the woman's figure and allow complete freedom of movement. Standards call for drop seats, and concealed buttons whether in front or back.

The enforcement of safety rules applying to work clothing ~~come in for~~ aroused much discussion. Mr. Gordon said on the ~~use~~ futility of frightening women into wearing safe clothes: "Personally, I am all against fear and everything to do with fear, and I don't think you are going to achieve good results by frightening people into doing things, whether they are right or whether they are wrong... I think the line of approach ~~is~~ likely to be much more successful ~~by way of~~ is education ~~and understanding and~~ I think there is a much ~~better~~ greater possibility of successful reduction of accidents if people understand the hazards."

Mr. Gibson pointed out the need for considering safety standards before induction of new women and the value of having the required safety clothing available at the plant or at a specified convenient place.

The need for liberalization of rationing ~~with regard to~~ safety shoes was mentioned by several.

Mr. Herzberger ~~U. S. W.~~ gave as his experience that the enforcement of regulations regarding the wearing of safety clothing and equipment is no greater a problem ~~for~~ among women than ~~for~~ among men.

Mr. Blake pointed out that spindles of drills and other machines can and should be guarded, thus preventing many of the injuries occurring as a result of hair entangling with these moving parts.

Mr. Connolly urged that wearing of safe clothing be made a condition of employment and that State enforcing agencies under the authority they now have, require managements to set up safe conditions and enforce necessary safety rules including safe clothing practices.

~~Mr. Davis disagreed to the extent that much "missionary" work is necessary as well as strict enforcement of State regulations.~~

The Methods of Instructing and Supervising New Women Workers.

Mr. Roche reported that the established standards for shipyard safety call for safety training along with craft training. Preliminary survey showed that the instructors themselves did not always obey the safety instruction they gave to students. In one shipyard the incidence of eye-flash was 50 percent higher among students who had graduated from such a school than among men who had never taken the course. Now safety must be part of the craft training.

Captain Sullivan reported on the indoctrination course given women in an aircraft plant. Training for safety is given at the machine and by the use of safety films. In addition to good basic training, safety teaching is followed up by supervision all down the line, by shop stewards, committeemen, and fellow workers.

Mr. Herzberger stated that basically important is inducting women into industry by teaching them the safe manner of working. Given the safety equipment they will use it because they are conscientious workers.

Mr. Gordon described the duties of welfare officers in Britain in this respect. Not only do they aid greatly in reducing absenteeism by unraveling knotty personal problems but they draw attention to ways of avoiding accidents that may occur and instill into workers a sense of responsibiltiy for preventing accidents.

Mr. Blake brought out the need for starting the worker right. After habits of working are formed it ~~will~~ be very difficult to make necessary changes. When a person is introduced to the work he should be instructed clearly and, fully in the way he is to do it. With continued instruction and supervision on the job most of the problems are solved.

Mr. Taylor emphasized the need for capable and safety-minded directors and supervisors. Introduced to the safety director in a Maine plant he mentioned seeing a workman grinding without eye protection. The safety director replied, "Yes, but they are his eyes." To avoid accidents workers must be brought into group meetings to discuss their safety problems and inculcate safety habits of thinking.

Methods of Enforcing Safe Conditions of Work.

Several speakers brought out the need ~~for~~ not only of educating workers to safe practices but ~~first~~ insuring safe conditions of work. Mr. Blake said, "As far as my experience goes perhaps 2 or 3 percent of American industrial establishments at the most carry on their work in a way that is representative of good safety performance, and the tremendous majority are indifferent or poor, and our problem in licking accidents in this country is one of getting average performance somewhere near what we recognize as good performance. Eighty or 90 percent of our industries in America are ~~coming from the~~ smaller establishments, ~~and~~ We have to lift the level of performance of the hundreds of thousands of establishments of that sort before we ~~are going to~~ make any very big hole in ~~this~~ our national accident rate."

Mr. Connolly spoke on this point: "~~During the conference~~ We heard that if we are ~~going~~ to prevent accidents among women we must educate the women. I don't believe I fully agree with that.

" ~~Here is~~ The Maritime Commission ~~has~~ rules with an iron hand the ship-

yards of the country; they can make these standards conditions of employment; they can say, 'You must wear safety shoes in that plant.'

"I think this conference should not leave this subject just by saying that the worker should be educated. I was interested to hear Mr. Zimmer say that they could be frightened into it. I think they can be, if they see a serious accident, but I hope we don't have to have these serious accidents in every plant to make the people realize that they should be safety minded.

"We have to do what they do in the Navy; we have to do what they do in the Army. Certainly I don't believe in regimentation of workers, but this is a very serious problem and I hope sincerely that the recommendations coming out of this conference will be along the lines that have prevented accidents everywhere, that is, by mandatory rules. The Maritime Commission which lets contracts lays down the rules. The Navy, the Army, and the Air Corps likewise. If we can set standards and then force those standards on industry, we can prevent many of these accidents.

"I think that is the only way we are going to cut this accident rate to any appreciable extent. I know from my experience in the State of Rhode Island that unless I have the law on my side I can't go into the management and get them to do anything. Unless I can say, 'If you don't do it you will be prosecuted,' they won't do it.

"We had a scalping case in Rhode Island. Some inspector from the Federal Government came in before the inspector from the State went in. The girl caught her hair on a movable belt and was completely scalped. They built some kind of contraption around the belt that was positively useless. We went in and said to the manager, 'You have to change that; it isn't according to our specifications; you have to do it our way.' He gave us an argument. He put up a board fence or something that some Government official had said would be all right. It only added to the hazard. The law was on our side in that case and we demanded that he comply. We said, 'If you don't do it, we will swear out a warrant for your arrest;' and he did it.

"We have to take a definite stand; we have to tell management, 'You are just not going to gamble with the lives and limbs and the health of these workers. You are going to protect them and we are going to police it and see that you do.' I hope that is the attitude this conference will take, and I hope the Maritime Commission, the Army, and the Navy will take those recommendations back to their organizations."

Others felt that the educational process was most important in getting employers to provide safe conditions as well as in getting employees to comply with safety rules.

The Relation of Excess Fatigue and Long Hours to Accident Frequency.

Mr. Taylor spoke of the effect of excessive fatigue on accidents:

"I had an industrial report the other day that may interest you. A woman had a blood clot in her arm, a lost-time accident. She was working in a plant that was engaged in manufacturing ammunition boxes and the record showed that she was working 7 days per week, 11 hours a day, 77 hours. I immediately went to that plant and had a little talk. The manager did know what the law was but he said he was compelled to get out production. Nothing of the kind. Our Maine law says 54 hours at the present time. We have tried to get it reduced to 48, but have been unsuccessful. I said, 'Brother, you are not going to work women over 54 hours a week and you might just as well start right now. I will give you an opportunity to abide by the law or listen to the judge.'

"He put that plant on a 6-day week, 54 hours for men and women, producing just as much as they did with the 7-day-week operation. I think that holds true in other industries. I think the excessively long hours per day and per week, regardless of whether male employees or female employees, have a great deal to do with our accident rate.

"A fellow who happened to be a shipyard worker picked me up one morning. We got to talking about the shipyard; he didn't know who I was; he doesn't know now. His father worked the previous week 102 hours! Now that type of workman, whether it is in war industry or any other industry, will help increase absenteeism; he will have accidents. I put in some 24 years on a 3-shift job, the graveyard shift from 11 to 7 one week out of three. I am familiar with it and I worked many a night in my sleep. If a man works excessively long hours, you are paying him to walk around in his sleep."

Mr. Davie pointed out that in New Hampshire when permission to work employees longer than specified legal hours is granted the certificate reminds the employer that the Wage-Hour law requires time and one-half for over 40 hours a week. This has proved a deterrent in some cases. New Hampshire has refused longer than a 48-hour week for night shifts and longer than a 54-hour week for day shifts.

Special Problems of Control for Specified Toxic Materials.

Mr. Gordon spoke of the continuing decrease in injuries due to toxic materials in England. This can be attributed, he said, at least in part, to efforts to maintain a good nutritional status, particularly by the furnishing of milk to exposed workers.

Miss Erskine was asked to discuss dangers of work with mica and methods of control. Her statement, expanded somewhat by additional information she furnished later, was as follows:

"Mica, comprising double silicates of alumina and alkaline metals (potassium soda), may also comprise other bases (magnesium, iron, lithia). In industry the outstanding mica hazards have been experienced in the manufacture of insulating plates for storage batteries. The dust is almost unique in its irritating mechanical action on the skin, the eyes, and respiratory passages. Continued exposure may cause eczematous and ulcerative lesions.

this differs from true dermatitis in which initial irritation causes a systemic reaction. "Micanite" flakes united with an insulating cement have caused difficulty among workers in the storage-battery industries.

" The new complete reports come from Russia in which the skin lesions were attributed primarily to the type of shellac used in cementing the micanite insulating plates. Russian industrial-hygiene literature notes loss of hair, affections of the upper respiratory tract, and a characteristic subcutaneous trouble resembling glands. On chronic exposures, micanite workers (particularly those producing insulators) are listed as suffering from undue fatigue, vertigo, headache, loss of hair, extreme dryness of mouth, coughing, occasional sclerosis of the apex of the lungs, heart disease, anemia (especially characteristic), and digestive disturbance.

" The action of mica dust seems little understood. It seems to penetrate the skin to subcutaneous tissue where it causes an obscure necrosis. In this sense, the injury is more under the category of a traumatic than strictly systemic injury. The entry of mica dusts into the respiratory and digestive passages seems comparable to the effects of free silica.

"As the above notes indicate, it is essential that positive and localized ventilation control all dusts originating from the use of mica. The Russian findings are confirmed by scattered German reports from authoritative sources."

Strain in Heavy Work.

Mrs. Morrow cited the increased burden on inspectors resulting from revision of the weight-lifting order. The 15-lb. limit for women in foundries was changed to read excessive weight lifting. Application has been requested to service industries as well as other manufacturing industries. Waitresses are found to be lifting trays of dishes weighing 52 pounds. (Miss Anderson added that waitresses may walk many miles a day at their work.)

The change has put a great burden on inspection for determining when a weight is excessive and for suggesting changes.

New page

March 12, Afternoon Session 27

Adjustments in Home and Factory to Reduce 41
Absenteeism and Increase Production of Women Workers 52

Mary Anderson, Director, Women's Bureau, Presiding 50

Miss Anderson. The question for discussion this afternoon is the adjustments that must be made in home and factory to reduce absenteeism and increase the production of women workers. We feel that this subject is one of the most important to come before the conference, because home responsibilities and living conditions are as important to the women workers as ~~the~~ factory conditions, and have as great a bearing on production. We hope, therefore, that we may have a full discussion of these problems. Mrs. Frederickson of the Children's Bureau, who was to discuss plans for day care of children of working mothers, is not able to be here. We are very fortunate, however, in having with us the Chief of the Children's Bureau, Miss Lenroot, who will present this matter to us.

Miss Lenroot. Thank you, Miss Anderson, ladies and gentlemen, I think the problems involved in the relation between care of children of employed mothers and wise employment policies with reference to mothers of young children, and the manpower problem, including the problem of absenteeism, are uppermost in your minds and do not need very much factual review from me. However, there are a few points which I should like to have us keep in mind as a background for our discussion.

Very frequently we think of child care in terms of the care of the child of preschool age, when as a matter of fact the problems of supervision of children of school age before and after school and during vacation and holiday periods are numerically greater than the problems of the preschool child. Local enrollment campaigns are being planned by the War Manpower Commission for 103 areas to be undertaken before July 1. Material presented by the Office of Defense Health and Welfare Services to the House Appropriations Committee and prepared in collaboration with the Manpower Commission, the Children's Bureau, and the Office of Education, gives data concerning the estimated number of children needing care

in these 103 enrollment areas, based on the number of men and women in the 1940 labor force and the estimated number of women to be added, with estimated numbers of children needing care because of the employment of these women. The figures total a very large ~~amount,~~ number somewhere in the neighborhood of 350,000 children.

Of course not nearly all ~~of~~ these children will need community care at public expense. The majority will be provided for through individual arrangements, relatives, people in the home or neighbors outside the home, but there will be a substantial proportion who will need community services, paid for in part by contributions from the parents; and the proportion who will need community services is probably a good deal larger than it would have been if we had had this number of women in the labor force and children represented in normal times, because obviously the shortage of domestic help is a very important factor in the ability of women to provide substitute care when they enter employment.

The problems of care of children and of meeting also the other home responsibilities of the mother are very great, difficulties not only in terms of the job, but also of the amount of labor required to substitute for the mother's work in the home, so that the net addition to the labor force involved in the addition of mothers is much less than the total number of mothers added.

For all ~~of~~ these reasons policies have been adopted and reiterated, to the effect that active effort should not be made to recruit women with young children until full use has been made of all other sources of labor supply. Lady Simon, who has been in this country lecturing on subjects of child care in relation to the employment of women, is an authority on the problem in England. She is a member of the Education Committee of the Manchester City Council and is familiar with problems in the Lancashire area. She points out that as the employment of mothers increases, the number of workers needed for the service industries as well

as the number needed to provide care for children increases, and particularly as one goes into the lower age groups. In England, and now increasingly in the United States, those concerned with the problems of children have been tremendously interested in the possibilities of increasing part-time employment as an alternative either to the employment of mothers or the full-time employment of mothers.

In spite, however, of all ~~of~~ these precautions and all ~~of~~ the assistance that can be given in developing employment policies that emphasize the importance of the home responsibilities of the mother, we know that there are many children now without adequate supervision because of the employment of mothers, and that the numbers are bound to increase.

In the first place the numbers of women going into employment on their own motion, without regard to whether active recruiting campaigns are ~~being~~ carried on, will undoubtedly increase very greatly if fathers, much more generally than now, are taken into the armed services. We now estimate that about 140,000 babies will be born this year whose fathers are in the service.

We have no total figures of the numbers of children in the country whose mothers are working or the numbers needing care. We can only make estimates, but recent partial surveys in 49 areas or industries participating in the war effort, according to information in the hands of the Children's Bureau, showed over 61,700 children in need of care in these 49 areas or industries, of whom 27 percent were under six years and 73 percent between the ages of 6 and 14 years.

You cannot plan for adequate care of a child who is deprived in some degree of home supervision and care by reason of the employment of the mother, without taking into consideration all aspects of his life, his health, his educational opportunities, his recreation - if he is a child of an age to have recreational

activities apart from those within the nursery circle -- and the question of whether or not he has some adult who is responsible for knowing where he is and what kind of care he is getting. Therefore it has been necessary to emphasize in the development of day-care plans the fact that they must be developed on the basis of collaboration by a number of departments and agencies, a number of different professions, and with the participation of both nongovernmental and governmental interests. For this reason the Children's Bureau and other agencies early began to urge the formation of State day-care committees, and the Office of Civilian Defense and the Office of Defense Health and Welfare Services have collaborated in the effort to secure the establishment of these overall planning and policy-forming committees in the States. We now have 44 States with such committees, on which representatives of welfare, education, labor, health, and employment agencies serve, and very often representatives of nonofficial groups. Most of those committees are committees or subcommittees of State Defense Councils. There are several hundred local communities where there are committees similarly constituted.

The next principle that I want to emphasize is that you must have a variety of services in order to have your program adapted to a variety of needs, because you cannot provide for all children whose mothers are employed in the same way. It is obvious that you can't do this when you consider age distribution, but there are also other factors which enter in which make a varied program necessary. We had a very interesting letter the other day from a person in Pennsylvania, a father who said, "I can quite understand why you need different types of care in a day-care program, because I have two boys whose ages are so-and-so. The two boys would need quite different types of care because of their differing situations."

The child under two should never be cared for in group care in a nursery or day-care center, because experience through the years has shown that babies do not thrive under that kind of care. They do not get enough individual attention and the danger of infection is greater. We hope that mothers of infants under two will be the last to be called upon, but we know that many are already working. The very fact that many babies are coming into families where the father is in the service and the mother is receiving an allowance or allotment from the Government means that very often she will feel that she needs to supplement her income and so for these babies a system of individual care in what we call foster-family day-care homes is necessary, homes carefully selected and supervised under State law and State standards.

The sick child obviously needs special care, either in some sort of a convalescent home or sick bay, as they have been developed in England, or in individual foster-family homes or special quarters in a group-care center. Then there are the preschool children who need full-time care in which the principles of nursery-school education are carried on. That care may be provided either in nursery schools in existing school facilities with an extended all-day program, or in day-care centers in the community.

The school children I have mentioned as needing a variety of programs for before- and after-school supervision may be provided with a home base through extended school activities which are being promoted by the Office of Education, or through before- and after-school care in individual family homes, or through a variety of recreational and other activities available to them. All of these require the cooperation of different agencies, both public and private.

For some children a type of care that has come to be called "homemaker service" is the best possible type of care, where a woman with some training and

and under some supervision is sent into a home to do the homemaking job and look after the children. It is very difficult to secure that kind of care now because it is expensive and because of the shortage of women available for it, but for some types of children, especially sick children and perhaps for families where there are several children, that may be the best type of care.

Basic to all these is the information and counseling service which should precede the decision as to what type of care should be given, and if possible even the decision as to whether or not the mother should be employed. All of these are elements in a community child-care plan which should be developed through the collaboration of various agencies represented on a community committee.

In order to promote State and local planning the child-welfare workers, who are already employed in all the States and in a number of communities under the child-welfare-service part of the Social Security Act, have given a good deal of attention to this problem. In some States the child-welfare-service funds are still carrying responsibility for this planning, but obviously they cannot carry the full load because of the ramifications of the program and the amount of funds required. Last August, an emergency allotment of $400,000 was made available from the President's Emergency Fund, to be used on the basis of grants to State welfare agencies on the recommendation of the Children's Bureau, and to State education agencies, on the recommendation of the Office of Education. Those grants are to be used for overall planning, fact-finding, and administrative services on the State level or the local level, but are not available for actual operation of day-care centers or extended school programs or other types of operating programs. The reason for this limitation was that the WPA program was still in existence, with a minimum of $6,000,000 earmarked for WPA nursery schools, and it was being determined as to whether or not Lanham Act funds could be made available. Under the President's Emergency Fund there are now 23 States that have submitted welfare

and under some supervision is sent into a home to do the homemaking job and look after the children. It is very difficult to secure that kind of care now because it is expensive and because of the shortage of women available for it, but for some types of children, especially sick children and perhaps for families where there are several children, that may be the best type of care.

Basic to all these is the information and counseling service which should precede the decision as to what type of care should be given, and if possible even the decision as to whether or not the mother should be employed. All of these are elements in a community child-care plan which should be developed through the collaboration of various agencies represented on a community committee.

In order to promote State and local planning the child-welfare workers, who are already employed in all the States and in a number of communities under the child-welfare-service part of the Social Security Act, have given a good deal of attention to this problem. In some States the child-welfare-service funds are still carrying responsibility for this planning, but obviously they cannot carry the full load because of the ramifications of the program and the amount of funds required. Last August, an emergency allotment of $400,000 was made available from the President's Emergency Fund to be used on the basis of grants to State welfare agencies on the recommendation of the Children's Bureau and to State education agencies on the recommendation of the Office of Education. Those grants are to be used for overall planning, fact-finding, and administrative services on the State level or the local level, but are not available for actual operation of day-care centers or extended school programs or other types of operating programs. The reason for this limitation was that the WPA program was still in existence, with a minimum of $6,000,000 earmarked for WPA nursery schools, and it was being determined as to whether or not Lanham Act funds could be made available. Under the President's Emergency Fund there are now 23 States that have submitted welfare

plans through the Children's Bureau, all of which have been approved; and 30 States that have submitted education plans through the Office of Education, of which 26 have been approved by the Office of Defense Health and Welfare Services.

In over 30 States there is one or another plan in operation and in upward of 20 States both plans are in operation. We have felt that this was not merely an educational program, or merely a community program; it has to involve the education and welfare agencies and the collaboration of the health agencies, which in every case must be drawn into the planning from the point of view of health protection. The welfare-department plans have provided for 116 consultants, of whom 20 are in the State offices as directors of State day-care programs or as State consultants or coordinators, or secretaries of committees, 32 are to serve as field consultants on a regional basis within the State, and 64 are to be employed in local areas for assistance in community planning and organization.

As time went on it became obvious that it was ~~of~~ essential ~~importance~~ that services and funds should flow through coordinated channels and that it was difficult to separate planning and administration from operation. The Bureau of the Budget, with the approval of the President, recommended the inclusion of an item of $2,884,000 for payments to States and $89,000 for Federal administration to be included in the first Deficiency Appropriation Act, to provide an extension of the grant-in-aid plan now being used through the Office of Defense Health and Welfare Services to include operating expenses, leaving the Lanham Act funds for construction and major repairs of $1,000 and over.

Testimony as to need and program has been presented in hearings before both House and Senate committees on appropriations, and the matter, I suppose, is up on the floor of the Senate right now. The item was not included in the bill as it passed the House but the Senate committee recommended its restoration.

~~(Word was received during the conference that the Senate did not approve the appropriation for day care.)~~ On the last page of the statement which has been placed in your hands 1/ is an explanation of the procedure for obtaining Federal funds under the present grant-in-aid program.

I want to go back to the labor side of the problem of day care, the question of shifts. Rotating shifts make it almost impossible to work out plans for children, and shifts which mean the employment of women in late evening hours or on graveyard shifts also make it very difficult. There is one thing that we are very anxious to avoid, if possible, and that is 24-hour care for children, day and night care which means setting up institutions and separating the children from their parents. We know there are very great problems involved in the question of assignments to shifts. We had a conference with representatives of various labor groups to explore this problem and the people there present thought that if the right kind of an appeal were made, organized labor would be sympathetic to the policy outlined by the Manpower Commission as to assignment to shifts. If we can get the basic program planning straightened out so that we know who has the funds and we can carry forward the plans being developed in the local communities, I think one of the major functions of the local committees will be cooperation with labor and management in trying to solve these very knotty problems of shift assignments.

1/ See pages immediately following.

SERVICES FOR CHILDREN OF WORKING MOTHERS

(Prepared by Children's Bureau and distributed at the Conference)

THE NEED

The war is not yet won. Winning depends not only upon the millions of men who are in the armed forces but also upon the millions who are being used as a source of labor supply for war industries. These include women as well as men. The Bureau of Labor Statistics estimated that at the end of the first quarter of 1942 ~~1,000,000~~ a million women were employed in war production, and that by the end of 1943 a total of ~~6,000,000~~ 6 million women will be so employed. Meanwhile, there will be an increase in the number of women taking the place of men who left non-war employment.

Although it is the policy of the War Manpower Commission to conduct no active recruitment of women with young children until other labor resources have been exhausted, it is inevitable that a large number of such women will go into war production. They will play an important part in the war effort. But it is equally important to the war effort to conserve the value of family life and provide care and protection for their children while the mothers are at work. It is, after all, in behalf of the family that we are fighting to preserve the American way of life.

It is, therefore, imperative that essential day-care facilities for children be planned by every community in which large numbers of mothers of young children are employed or will soon be employed in activities essential to the war effort.

State leadership and guidance and, when necessary, Federal assistance are essential if day-care services are to be available wherever the need is urgent.

COMMUNITY PROGRAMS FOR DAY CARE

1. Counseling Service.--Individual counseling service for mothers who wish help in planning for the care of their children.

2. Foster-Family Day Care.--Placing children whose mothers are working in war production with private families for day care.

3. Centers for Group Care.--To provide substitute family care for any child according to his age and interests while parents are employed.

4. Before and After-School Care for the School-Age Child.--Providing after-school programs for the out-of-school hours during the time parents are away at work.

5. Nursery Schools.--To provide nursery-school programs for children of pre-school age.

6. Homemaker Service.--A program which provides for sending a qualified person into the home to carry on the home duties while the mother is working.

7. Supplementary Care for Sick Children.--Arranging facilities through homemakers or other well-qualified personnel for care during temporary or long-time illness of children whose mothers are working in war production.

PROCEDURES FOR OBTAINING FEDERAL FUNDS

Funds for the employment of staff to stimulate and coordinate State and local resources for the care of children of working mothers are available under an allocation of $400,000 from the President's Emergency Fund. These funds may be obtained from the Office of Defense Health and Welfare Services on the basis of plans worked out in the community in cooperation with the local day-care committee (usually a subcommittee of the Defense Council) and other interested public and private agencies. They are then submitted to the State Department of Public Welfare or State Department of Education for inclusion in a State plan for day-care services. The State Committee on Child Care reviews the plans and makes recommendations concerning them.

The U. S. Office of Education has responsibility for giving consultation services and for reviewing and recommending approval of plans submitted by the State Departments of Education; and the Children's Bureau has responsibility for giving consultation services and for reviewing and recommending approval of plans submitted by the State Departments of Welfare.

Forms and instructions for use in the preparation of these plans may be obtained from the Regional Offices of the Office of Defense Health and Welfare Services.

THE FUNDS FROM THE PRESIDENT'S ALLOCATION WILL EXPIRE MAY 15, 1943. A REQUEST FOR FUNDS TO CONTINUE THIS PROGRAM AND TO PROVIDE FUNDS FOR THE OPERATION OF THE SERVICES LISTED ON THE PREVIOUS PAGE HAS BEEN SUBMITTED TO CONGRESS AND IS UNDER CONSIDERATION AT THE PRESENT TIME.

INFORMATION CONCERNING PROCEDURES IN OBTAINING FUNDS UNDER THE LANHAM ACT MAY BE OBTAINED FROM THE FEDERAL WORKS AGENCY IN WASHINGTON OR THE REGIONAL OFFICE AND THE STATE WPA SUPERVISORS.

Miss Anderson. Thank you, Miss Lenroot. Before we begin the discussion or ask questions we want the other part of the program presented. Miss Alice Angus of the Women's Bureau will discuss briefly the problem of absenteeism as it relates to women workers.

Miss Angus. The Women's Bureau has prepared a statement of the causes of absenteeism and some of the remedies we suggest. In my few opening remarks what I want to bring out is the approach that the Bureau takes to the problem. There are two points that I ~~want~~ wish to make: First, we realize that absenteeism among women is due in great part to causes beyond their control as individuals and that in order to correct the problem some help must be given them by employers and by the communities in which they live. The second point, ~~that I want to make,~~ or second consideration that I think we should take up this afternoon, is what can State labor departments do to help employers, and also communities, correct the problem of absenteeism.

There has been a great deal said about absenteeism, particularly lately, and much of the newspaper discussion regards it as a new form of delinquency. Very little is said - in the press, at least -- about justifiable ~~absenteeism~~ or involuntary absenteeism. There is a bill, as you all know, in Congress ~~right~~ now to make men who are absent a certain number of times subject to the draft, even though they are necessary and engaged in essential occupations. Then as a corollary to that it has been suggested that names of people not subject to the draft, ~~which~~ who would be women to a large extent, be posted in the local post offices and made a subject of public display or shame. All of this shows what we think is an inadequate and basically wrong approach to the problem of absenteeism because it doesn't get at the causes.

Actually absenteeism among women is something that they very often cannot control. ~~I think All the people~~ Everyone here realizes that, ~~as the subject has been~~

~~mentioned in previous sessions of the conference, and the idea has been always con-~~veyed that much absenteeism is involuntary and is due to causes that can be corrected only by the employer and the community. For instance, ~~Miss Perkins~~ the Secretary said in her opening remarks yesterday that much absenteeism is due to sickness and that women have twice as much sickness as men. Then fatigue, which is also a very great cause of absenteeism, was mentioned several times yesterday in discussing women's hours of work. Mr. Gibson, ~~from Michigan,~~ you will remember, said that in one plant in Michigan where a permit had been granted to work six days very long hours a week, ~~after a time~~ women began taking Saturday afternoon off, both for reasons of fatigue and because of their outside personal problems. In this morning's session Mr. Gordon mentioned another cause of absenteeism, women's outside household responsibilities, that is, the difficulty they have in carrying on a ~~full~~ job full-time in the factory and also keeping up a family, doing the shopping, marketing, and all ~~of~~ the other things which must be done if you are going to carry on both jobs.

In that connection the best statement of the double job that many women are now doing in the war is made in a publication of the Ministry of Labor of Great Britain of last September, following investigations of absenteeism in a number of factories, ~~I think~~ it is ~~very~~ pertinent for the reason that the women who will be recruited from now on are going to come from the homemaker class more than they have in the past. Miss Perkins said yesterday that in this year, 1943, we ~~will~~ shall need 2,750,000 more women and that ~~probably~~ possibly 2,500,000 of them must come from women who are now classed as homemakers. Now these women will not be able to get assistance in their homes, so ~~that they can do~~ will have to do their housework as well as their job at the factory, ~~exclusively, and not do any work outside the factory.~~ They will ~~still~~ have a double job. This is what the British ~~ministry of labor~~ report referred to says about the problem:

"Recent investigations have been made in the absenteeism in a number of factories and the following excerpt is quoted from the report of the investigators:

"To understand the problem of absenteeism it is necessary to appreciate the tremendous sacrifices made by such a large proportion of the workers in accepting what amounts to a destruction of their home life. A married woman with a house and a husband and children already has a full-time job which is difficult to carry out in these days. Yet thousands of them are working long hours in factories. They are trying to do two full-time jobs. If they can carry on with a mere half-day per week off the ordinary factory hours they are achieving something marvelous. It is time somebody said more about women's efforts on these lines and more about the arrangements which ought to be made to enable them to carry on.

"It is not only married women's home lives which have been completely upset, although they are the group needing most consideration. Men's home lives are disorganized by the fact that their wives, daughters, parents, other relations and neighbors are all going to work or because they have been sent away from their families to work. These major facts must be taken into consideration in forming opinions on absenteeism and in seeking remedies. They should not be confused with domestic difficulty but recognized as a tremendous sacrifice made by an enormous number of work people to help the war effort."

Recognizing, then, that absenteeism among women can only be corrected or partially reduced if they receive help with their problems from employers and communities, the next thing that I think should have consideration at this meeting is what State and Federal labor departments can do in a practical way to help the situation. ~~It seems to me that~~ State labor departments are in a particularly fortunate position in this respect because they already have contacts with the leading industrial plants in the States, with all the plants in the States. They know the working conditions at the factory and they are able to get information in the course of their usual work to show what may be causing absenteeism in a particular factory. ~~Also~~ they are often asked for advice, ~~or~~ and they ~~can tactfully~~ make valuable suggestions in addition to ~~merely~~ inspecting and enforcing laws.

~~In this connection I want to comment on an example of what State departments can do and some of them are doing, I am sure.~~ ~~I want to~~ May I comment on what the Women's Bureau has been doing since the beginning of the war to help employers with this problem and other problems. Right after Pearl Harbor our field agents ~~started in~~ began to make constructive suggestions to employers whom they ~~contacted~~ interviewed in the course of their statistical investigations. At first, of course, employers were not ~~very~~ much interested because they had very few women employed.

During the first survey that we ~~did~~ made in the aircraft industry, in April 1941, In 7 plants visited there were only 143 women employed at that time. A year and a half later, December 1942, we went back to the same plants (and of course many other plants) ~~but~~ and in these 7 plants there were 65,422 women employed. Naturally that increase of employment from 143 to 65,400 in a little over a year and a half had made employers aware of the need of constructive suggestions and the problems they were facing on which they might obtain some help from labor departments.

I want to read a letter ~~which was just~~ received this week about one of our field agents, showing that employers do appreciate constructive suggestions and that they are glad to have people come in and tell them how they can improve their working conditions, and in that way meet some of their problems.

This letter is from one of the largest airplane companies in the Middle West ~~and~~ I will read just ~~one~~ two paragraphs that ~~is~~ are significant here:

"Of all the Government people who have visited our plant, Miss Wolfe did one of the most constructive pieces of work with which we have yet come in contact. I told her quite frankly that she came into our plant with two strikes on her. All of our energy and efforts are bent towards the production of important airplanes. It is our privilege to build. We are most anxious to do anything and everything to improve our working morale and otherwise aid that production program.

"All too frequently, however, people from the Government come to us with Washington desk plans that look fine on paper, but they just don't fit our particular problems. Miss Wolfe came down here and lived with us, so to speak; she learned our language and problems at first hand and then went to groups of ... citizens, men and women, and explained these problems. She also talked to groups of employees in and out of our plant, with splendid results. Her criticisms were tactfully made and her suggestions constructively given."

~~I suppose that~~ You would be interested in knowing what ~~her~~ the recommendations were, which the employer found so valuable, ~~and~~ I have here also the firm's schedule, to which is attached a copy of her recommendation. ~~I think they are worth reading because many of them are suggestions which State labor people could make to employers if they found the same conditions in other plants.~~

~~The recommendations were~~ (1) installation of women counselors to aid inexperienced women ~~workers~~ in making necessary adjustments to factory environment and work; (2) a daily record ~~of~~ absenteeism kept by sex and by department. (In connection with absenteeism ~~she goes on to~~ explain why ~~they were~~ higher in one department; the humidifying system had given ~~them~~ continual head colds. This was something the management could correct and that was brought to ~~their~~ attention.)

~~The~~ third point, (3) that women employees be allowed to have a voice in formulating rules and regulations concerning uniforms. (~~She says if they~~ help make the rules they will observe them more readily.) I thought ~~that was~~ very interesting in connection with this morning's discussion when it was said that the Women's Bureau prefers a democratic method of getting employees to wear uniforms. ~~Other suggestions were~~ made, that one good way of getting them to wear uniforms is to let them see a serious accident, or if that isn't ~~available~~, to show them a picture of a ~~very~~ serious accident and have it on the wall at all times before them. ~~One~~ reason why ~~we think~~ that a democratic method ~~should be used in formulating rules on uniforms~~ is that, ~~very often, or usually, employees pay for these uniforms. Part of their money goes into it and therefore they ought to have a right to say what they are going to wear. It is not that they would, by having a voice, avoid wearing uniforms, but they would~~ be ~~more~~ satisfied with the type ~~of uniforms~~ they are ~~obliged~~ to wear.

~~Those three recommendations which our field agent gave at this one plant are suggestions, I think, that State people could use. In addition there are others that may fit some other plants.~~ In all plants, of course, ~~we think~~ there should be a system of keeping adequate records on absentee~~s~~, not merely for the sake of keeping records but so ~~the~~ records can be analyzed and the causes determined. In that way you can tell whether the absences occur more frequently

in one department than others or whether one individual is more subject to sickness - or some other cause of absence - than other individuals are, and steps can be taken ~~steps~~ to correct it.

Another important step method ~~that we think should be used~~ of control in all plants is to have one person responsible for checking causes of absence, and for keeping records. This person may need assistance in a large plant but at least there should be a centralization of authority and it should be in a person who is capable of an understanding and tactful approach to the workers. Miss Wolfe suggested in her schedule that there should be women counsellors; and those of you who attended the dinner last night heard Dr. Lubin say that on appeal cases on absenteeism in Great Britain they use women counsellors, and that he wasn't allowed to sit in on one of the meetings because it was said "they wouldn't talk before a man." Of course, that is the reason for using women counsellors and women to handle problems that deal particularly with women.

Another method which might be useful, which has been useful in some plants and will be increasingly useful in others, is part-time work for women. In Great Britain this system has been used a great deal. It has been recognized that some women, due to home responsibilities and young children, cannot do a full week's work in the factory and for that reason they have been used either part days or on alternate days, on half-shifts or in some other way, so that they do make some contribution to industry and still keep up their homes. In this country part-time work has been tried in a few isolated plants that we have records of; it has also been tried to some extent in the service industries, which of course has a virtue because it releases service people for work in industry.

Another method of reducing absenteeism that State labor departments ~~could~~ can suggest to employers is ~~that employers could~~ increasingly help employees to with transportation. Some companies ~~have~~ furnished their own buses ~~and are trying to help workers~~ in an effort to solve this very difficult problem, since because with poor transportation facilities a working day is, of course, ~~increased~~ lengthened at both ends, sometimes by two or three hours.

Before general discussion starts I want to say that the Women's Bureau has been building up a fund of information on this subject. We have our field agents now in all parts of the country and they are available for consultation with State labor departments as well as with employers. In this way we obtain information ~~that transcends~~ not confined by State lines, so ~~that~~ if any particular problems arise on which you ~~need help~~ would like suggestions in advising employers, we can ~~give~~ you ~~information about~~ methods that have proved successful in other ~~places~~ communities and other States.

Summary of Discussion on Absenteeism, 36 cents

In opening the discussion, Miss Anderson stated that absenteeism and day-care of children are two very closely related subjects. Women workers' home responsibilities, including care of children, are ~~some of~~ among the chief causes of absenteeism. Adequate provision for day-care of children would reduce absenteeism among women now employed and would also make additional numbers of women available for employment.

fl Day care.

Miss Lenroot stated that she had just received word that the Senate had not approved the appropriation for day care, which would mean delay in getting the program started. However, funds under the Lanham Act are still available.

The Lanham Act.

Questions were raised concerning the purposes for which funds under the Lanham Act may be used, and the procedure to be followed in obtaining such funds.

Miss Lenroot stated that the Lanham Act funds are granted for projects in local communities. Up to date, they have been used only in connection with specific projects, a group of day nurseries or nursery schools, or similar services. However, it is still possible to make application for Lanham Act funds, going through the WPA State supervisor and the regional office of the Federal Works Agency. The Children's Bureau is the certifying agency as to war need for the welfare projects and the Office of Education is the certifying agency education projects. Only a few welfare projects have matured and been finally approved. More education projects have been approved. About the middle of February, there were 28 approved projects under the Lanham Act, that is, 28 communities with approved projects, 260 units and 9,605 children estimated for; pending approval there were 62 communities, 546 units and 22,000 children estimated for.

With respect to the procedure which must be followed in getting nursery schools started under the Lanham Act, ~~Miss Montgriffe~~ it was said that requests usually go through the State board of education, but they can also go through the State welfare agency as a welfare project. It should be a community-wide project and there should be evidence of need from some sort of preliminary survey. Then it goes through the regional and/or State WPA officer - where they still exist - and from there to the Federal Works Agency. There is certification as to need by the Department of Education.

In answer to the question as to whether or not the State has to show financial deficit in order to get the funds, Miss Lenroot said it is no longer necessary. In December an operations letter was sent out which took the position that because of the necessity for developing this type of service, and the relative newness of the service, it was not possible to proceed on the deficit financing basis. The Federal Government will contribute only 50 percent of the total cost of operation, but certain items such as equipment and rental are not included in the cost of operation. The parents' fees are expected to cover a portion of the cost.

Miss Anderson asked whether money could be used under the Lanham Act for facilities in the District or in the community if need were demonstrated in relation to the war. For instance, in a small community outside of a big city, the housing would not be sufficient for the many new workers needed in that community, and no material would be available to build any more housing. For that reason, when new employees are needed, the families already living there must supply them. Usually the supply will be the women, and they would need additional facilities. Is it possible under the Lanham Act to get money to start a community kitchen or laundry facilities, since the community cannot do ~~it themselves~~ this itself?

Miss Lenroot stated she had never heard of Lanham Act funds being used for such purposes, but she wouldn't say it was impossible. There would be difficulty, if it is a laundry facility or food facility, of determining under what auspices it should be conducted. Although the Lanham Act funds are not restricted by law to public agencies, usually preference is given to public agencies. In very few cases do they go through private agencies, so there would probably have to be a municipally-operated, or town-operated, project of some kind.

Location of Day-Care Facilities.

Conference representatives were very much interested in the question of where day-care facilities should be located, whether in the plant, near the plant, or near the worker's home.

Mr. Gibson stated that in his opinion day-care facilities for pre-school children should be ~~located~~ in the vicinity of the plant where the mother works. This would make it convenient for employed women to bring children to the centers and would obviate the necessity of long roundabout rides by street car and bus to pick up the children before and after the day's work. Mr. Gibson stated that the plan of establishing day-care centers in schools was one of the weaknesses of the present program. On the other hand, he did not believe that day-care

facilities should be ~~located~~ inside the plant itself because such a program might lead to neglect of the child. Another problem ~~he said~~ which needs solution is that of the teen-age child. In his opinion the present policy of letting teen-age children roam at large while their mothers work will bring about an increase in juvenile delinquency.

Captain Sullivan pointed out that day-care facilities should not be located near war production plants because of the danger of explosions or bombings.

Miss Lenroot emphasized the necessity of locating day-care centers near the worker's homes instead of near the plants. She stated that it would be very undesirable to subject young children to long trips back and forth each day, and ~~further~~ that many plants do not have a suitable environment for pre-school children. She stated further, "A diversified plan should include a variety of measures, some of which would be individual homes located in the near neighborhood if there is no possibility of having group care of a center near at hand, and . . . through some extension of a volunteer scheme . . . the mother might have assistance in getting the children to the place of care."

Mrs. Ackroyd said that in Rhode Island they have set up many small nursery schools in neighborhoods where a large number of women are going to industry in the ~~neighborhood~~ vicinity. The women may go into a variety of plants but they live close together and can use the nursery center in their area. Rhode Island is also organizing a day-care program for school-age children. Children will be registered in the schools. However, the program will be operated through other community facilities, not as an extension of the usual school program.

Determining the Need for Day-Care Facilities.

Mrs. Morrow raised the question as to how communities determine need for the establishment of day-care centers. Miss Lenroot stated that under the plan now being developed by the Office of Defense Health and Welfare Services with the

cooperation of the Children's Bureau and the Office of Education, two criteria must be applied: First, there must be evidence of increased employment of women due to the war effort; second, there must be a study or estimates of the number of women or children who need these facilities. Experience shows there is usually one child in need of care for every 8 or 10 women employed.

Captain Sullivan stated that a survey in November in the Detroit area showed 15,000 children needing care. He believes the first step to alleviate the situation should be to expand the facilities of private nurseries ~~which are~~ already in operation.

Mrs. Ackroyd pointed out that in Rhode Island various State and Federal agencies had cooperated in supplying information on the need for day-care facilities. As a result they were able to have Lanham funds made available on a State-wide basis instead of on a community basis, which in turn has made it possible to open new centers as the need arises.

Absenteeism.

Long Hours of Work Increase Absenteeism.

Miss Papert stated that New York has just issued a report on wartime working hours for the firms that have been granted dispensations from the hours laws - from the 6-day week for men and the 48-hour law for women. The report supplements a previous one on the relation of hours of work to fatigue. One firm requested 60 hours and shortly afterward withdrew the request because it was found absenteeism increased within 2 months; both men and women got too tired. In another aircraft plant on a 6-hour week management found in a short time that absences increased 15 percent. On a 54-hour week they still had more absences than they thought advisable. They then cut the hours and operated on a 3-shift basis.

Mr. Gibson said in the only case where he granted more than 54 hours (the Michigan law permits employment for 54 hours), the result was that the girls immediately took a half day off on Saturday, so the plant didn't gain anything by it. He stated that his standard recommendation is that no employer operate more than 8 hours a day or 48 hours a week. When an employer asks for a permanent extension of hours, he tells the employer that operation on such a basis will result in absenteeism and a curtailment of production.

Miss Anderson stated that a large aircraft plant in California reported to her that when the plant worked 10 hours a day with only men employed, absenteeism ranged from 10 to 15 percent. They began to employ women. California law prohibited employment of women beyond 48 hours a week. The company couldn't get an exemption so they adopted a 48-hour schedule for the entire plant. Absenteeism went down to 4 percent from its previous figure of 10 to 15 percent. The records show that long hours of work are a primary cause of fatigue and absenteeism.

Voluntary absenteeism.

Mr. Seitz brought up the subject of high wages and weekend dissipation as a cause of absenteeism. He stated that absenteeism is reported to be highest on Mondays. On the other hand, Monday absences can be caused by an accumulation of fatigue which makes it impossible for the worker, after an extended period of very long workdays, to get back to work the day after the Sunday let-down.

Mr Davie pointed out that drunkenness is very often mentioned as the cause of absenteeism, but his long experience and observation of workers led him to discredit such statements.

Adequate Absentee Records.

The importance of keeping adequate records of absence was emphasized by conference representatives.

Mr. Gibson stated that adequate records are an essential preliminary step before corrective action can be taken. In a Michigan plant where they started keeping adequate absentee records, they were able to trace the causes in many cases to external environmental exposures in certain departments or sections in the plant. These causes were removed. Absentee records will also show the need of proper medical care in the plant.

Mr. Connolly ~~stated that it would be helpful if~~ advocated a standard form ~~could be worked out~~ for keeping records of absences. State departments would distribute such forms to employers and help them to install a uniform record-keeping system.

Miss Paper stated that in New York employers are required to keep adequate absentee records as a condition for obtaining permits to employ women 18 to 21 on the third shift.

How State Labor Departments Can Help Reduce Absenteeism.

Mr. Gibson stated that education of workers and employers is a necessary concomitant of a program to reduce absenteeism. State departments can cooperate in educational programs. A series of posters in the plant can help educate workers. Workers must be made to realize the importance relation between their home life and their work; ~~what they eat; how to prevent accidents and sickness.~~ Employers can be given specific recommendations as to the advantages of moderate working hours in reducing absenteeism.

Miss Papert stated that the department gives the employer constructive suggestions about work schedules in order to help with this problem. When a request for relaxation of the hour law is received, the inspector talks it over with the employer in the plant. The application is gone over by the departmental committee. Frequently the employer comes in for advice. The State department also has published a 6-months' report based on an analysis of plant operation under relaxed hours. In this way, other employers can see that longer working hours increase absenteeism.

Mr. Gordon. I would like to mention what the British experience is in connection with the care of children. You may be interested to know how the organizations are started. There is cooperation between our local authorities, Ministry of Labor, and Ministry of Health. It is now necessary for any employer who wants to start a factory to get permission from the government to do it. The appropriate authorities, including the Ministry of Labor, are consulted, where the factory is situated. We know through our employment exchanges the labor demands in the area and the labor supply available, and we can estimate roughly from that the number of children who require care, both in regard to those who are immobile and those who come to the area of employment. When the Regional Controller of the Ministry of Labor is satisfied there is inadequate provision for children, he at once notifies the Regional Office of Ministry of Health, who orders inquiry and if satisfied that provision is necessary arranges accordingly. We have wartime nurseries which are directed under those circumstances where fully trained wardens or matrons assisted by experienced staff are employed. Some are open during the night if necessary. That doesn't provide for all circumstances and we have a scheme for Registered Daily Guardians. People who are prepared to mind children for the day register with the Maternity and Child Welfare Authority and children under five may be left with a person so registered. The mother makes her own arrangements as to payment to the Guardian but the Guardian is also paid a weekly sum by the State.

Invariably women who have children and who are immobile for that reason find they can take additional children and assist in this way. Then in addition to that for children under five we have nursery schools, which are developed in the elementary schools. Existing nursery classes in elementary schools have been extended. The age of admission has been reduced from 3 to 2 years

and the classes are increasing at a rapid rate at the present time. Finally, for the older children we have play centers at the school and in order to develop these the schools have extended their hours; instead of opening from 8 to 9 in the morning they open at 7 or 8 and remain open until 6 or 7 at night. By those means we are helping to provide for the children of women going into factories.

As to the subject of absenteeism, I am sure there is nothing to add to what has been said this afternoon, because your experience is very much the same as ours. Absenteeism is probably either reasonable or unreasonable. Reasonable absenteeism, I think, can only be dealt with as we have said, by a number of remedies dependent upon the particular cause or causes of absences which must be ascertained. Long hours and consequent fatigue is a notable cause.

The workers' interests have to be looked after a good deal more in the future than in the past if we are going to reduce absenteeism to a minimum, and that I think at home we are doing. The Ministry of Labor set up a Factory and Welfare Advisory Board and consequent upon statutory ~~powers~~ orders made by him and through the agencies of our Welfare Officers and Factory Inspectors improved standards in factories, medical and health standards and accident prevention, have been secured and good canteens and food arrangements have been established. Outside the factories many problems have been dealt with and where it is possible a good deal more useful recreation has been provided for the workers than in the past.

When we come to unreasonable absenteeism, I don't think anybody has much sympathy with that. By that I mean people staying away from work when they ought, in a national emergency, to be at work. Reasonable absenteeism is a matter which doesn't come into it. Unreasonable absenteeism I think can be dealt with and should be dealt with, and I think that is provided for very largely

at home by the appointment of Personnel Officers within the factory who amongst other duties interest themselves in all problems confronting workers in their employment and instead of reproaching them for absenteeism, as might have been the attitude in the past, try to explain to them their responsibilities, what their absences may have caused, and endeavor to develop that responsibility throughout the factory. Study of causes and understanding is required.

It is quite a common experience at home to find that when workers realize that their own absences in fact jeopardize the war effort and may cause loss of life they do respond, and when there is a collective responsibility among the workers the lot of a defaulting individual is a very unhappy one. It is by understanding the workers, understanding their problems and trying to make them recognize their right and lawful place in the machinery, that we are getting over some of these difficulties.

We also encourage employers to keep records of absenteeism, not merely for record purposes but to help in locating the trouble so that if possible the appropriate remedy can be provided.

One of the things we found was that workers on repetitive and monotonous processes lost interest and tired of their work. They did not understand what they were doing, why it was important, or in what way a day's absence would disturb anybody. Amongst other solutions it has been found that much good is derived from making it clear to the worker what he is doing and where his work fits into the final product. In many cases efforts were made to show the finished products to the workers, so that they could identify their own particular work. In some cases pilots who have actually flown airplanes have visited factories where they were made and talked to the workers. These measures tend to quicken interest and to encourage a greater responsibility in workers, which

I think is the foundation of successful production rather than any ~~prix~~ punitive measures.

Before sitting down I think I ought to say a word about our Essential Work Orders. Those Orders provide, of course, that absenteeism is a criminal offense. You may wonder why we have done that. I am not arguing the merits of it at all. I don't suppose there is much disagreement that if a worker deliberately stays away and prejudices the lives of others it is indeed a criminal offense. One of our magistrates recently sent to prison for a considerable time a man who deliberately, knowing the circumstances, stayed away from his work, thereby delaying the production of some vital war munition due on a certain date, and by so doing imperiled the lives of others. We think he was rightly punished, but because we have that I don't want you to think that we are prosecuting and persecuting all people who are absent.

The sanction is behind the law and before the law was enacted, before the Orders were made, the effect of such legislation was considered by a Joint Committee which advises the Minister of Labor on all matters of vital concern to industry and particularly those which involve legislation. That committee includes an equal number of representatives of Trade Unions and Employers of experience and responsibility, so it is clear the Minister knows what is likely to be the reaction of the workers as well as the employers in the country generally in regard to proposed legislation. The sanctions are used to enforce the law when required. A number of prosecutions have been necessary but comparatively this number is very small and the number of people sent to prison under Essential Work Order offenses is only about 1 in about 185,000. Moreover, before prosecution is considered the case is required to be referred to an appropriate Committee in the plant which is clearly in the best position to determine the facts of the case.

Finally, I don't think there is any danger in Britain of these measures constituting an attack on our labor standards. I have already mentioned a prosecution of a firm for excessive hours of work. The Restoration of Pre-War Trade Practices Act which became law in February 1942 imposes on employers the obligation to restore any trade practice departed from during the period of the war and to maintain this restored practice for a period of eighteen months.

~~xixxxxmaxrsaxxxxthankxyaxxvexxxxxxfaxxaixtxaxhaipxyaxhavexxaaxxduring~~
~~txixxaamfaremaaxxxMrxxGibsonxhaxxtaxiaxvexxaaxixhaaiavexhaxhaxxxxraaaixtiaxxxorx~~
~~xrrxxaanaiiyx~~

Miss Anderson. Thank you very much for all the help you have been during this conference.

~~After~~ following the report of the Resolutions Committee (pages) the conference adjourned.

new page

Resolutions Adopted by the Conference

caps

~~Except of the resolutions committee,~~

Mr. Connolly, chairman of the resolutions committee, reported the following two resolutions, These ~~which~~ were unanimously adopted by the conference:

Resolution Reaffirming Standards of Employment for Women Workers in War Time

Whereas millions of women are being employed in industry today and millions more must be employed in the coming year if adequate materials to meet the needs of our armed forces are to be produced; and

Whereas the maximum output of women workers depends upon the maintenance of their efficiency and health; and

Whereas statistics show that sickness rates are much higher for women workers than for men; and

Whereas experience has proved that long hours and unwholesome working conditions constitute the main cause of sickness and absenteeism; and

Whereas this conference of commissioners and officials of State labor departments and the District of Columbia meeting together in Washington for two days, March 11 and 12, 1943, has considered means by which the employment in war and civilian industries may most effectively be utilized; and

Whereas representatives of the War and Navy Departments attending these meetings have testified to the necessity of maintaining reasonable hour standards incorporated in existing State legislation and have asked only that exceptions be made in emergencies created by the urgency of the war effort: Therefore be it

Resolved, That this conference go on record as continuing to endorse the standards of hours of employment which have been consistently adopted by conferences during the past year between State labor commissioners and representatives of the U. S. Departments of Labor, War, Navy, and other Federal agencies, namely:

The State laws and regulations embracing the following basic principles should be preserved except where modification may be necessary during the war period to insure maximum production:

1. A maximum 48-hour week.
2. An 8-hour day.
3. One day of rest in seven.
4. Adequate rest and meal periods.
5. Adaptation of hours of work and working conditions to the age and sex of the worker, except that there must be no relaxation or modification of standards governing the employment of minors under 16.
6. Proper safeguards for health and safety.
7. The same wage rates for women as for men.

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Resolution Urging Maintenance of Labor Standards for Women Employed in Civilian Industries 22

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Whereas the health and well-being of women employed in civilian industries is as essential to our National wartime economy as is that of workers engaged in war industries; and

Whereas long hours and poor working conditions in civilian industries lead to sickness and absenteeism: Therefore be it

Resolved, That peacetime standards of hours and conditions of work be not relaxed in these industries in order to provide conveniences, goods, and services for war workers and civilians which in peacetime may be desirable but in time of war are not truly necessary to our well-being; and be it

Resolved further, That if, in order to provide for the basic subsistence needs of war workers and civilians, a relaxation of State labor laws may be necessary, such relaxation be granted only in those areas in which critical labor shortages exist; moreover, be it

Resolved further, That in such areas of extreme labor shortages relaxations be permitted only for the production of goods and services necessary to provide for the basic minimum subsistence needs of war workers and the civilian population, and that definite standards be established for determining the need for such relaxation.

Ok

United Office and Professional Workers of America

Affiliated with the C. I. O.

LEWIS MERRILL, President
JOHN J. STANLEY, Secretary-Treasurer

8 WEST 40th STREET
NEW YORK 18, N. Y.

LAckawanna 4-8392

WOMEN'S BUREAU
OCT 1 - 1943
DEPARTMENT OF LABOR

September 28, 1943

Miss Mary Anderson
Women's Bureau
Department of Labor
Washington, D.C.

Dear Miss Anderson;

The enclosed statement issued by the National Social Service Division of our Union representing the employees in the major private social agencies will be of interest to you.

Sincerely yours,

Evelyn Adler

Evelyn Adler, Director
National Social Service Division

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EA:ts

United Office and Professional Workers of America

Affiliated with the C. I. O.

LEWIS MERRILL, President
JOHN J. STANLEY, Secretary-Treasurer

8 WEST 40th STREET
NEW YORK 18, N. Y.

LAckawanna 4-8392

September 29, 1943

Dear Colleague:

A national spotlight is on the great unsolved health and welfare problems of the people, revealing with shocking clarity their effect on the conduct of the war.

The situation is stated bluntly in the report of Bernard M. Baruch to James Byrnes:

> Vigorous actions are needed to overcome the causes of alarmingly high turnover of workers....
>
> Prompt steps should be taken to improve local housing and transportation conditions; to erect additional day care shelters for the use of mothers who want to work but have no places to leave their children; to adjust shopping hours, where possible; to correct unsanitary conditions; to relieve the innumerable other annoyances that come with congestions. ...
>
> There are entirely too many agencies studying these problems, arguing abstract issues and not getting enough done. ... No more "studies" are needed; what must be done is known. Action alone remains necessary.

The conditions described by Mr. Baruch relating to manpower are affecting with equal seriousness every phase of the war effort. It is no secret that the shooting of the Negro soldier by a policeman in Harlem touched off the riots but did not cause them. The riots were an outpouring of pent-up resentment and anger of the Negro people against the intolerable social conditions in their community. There is no need to more than mention the situation in the Mexican community in Los Angeles and its relation to the Sleepy Lagoon case and the "zoot-suit" riots. The pressing welfare problems of the workers in Toledo were an important factor in enabling a group of defeatists within a major union in that city to convince the membership to violate labor's no-strike pledge.

If there tends to be complacency about these problems, it is certainly not in the ranks of our nation's enemies who see clearly their relation to production, national unity, and the fighting efficiency of our Armed Forces.

The field of welfare, public and private -- its agencies, its professional organizations, its unions and the individuals who compose it -- must accept a major share of responsibility for this intolerable situation.

As of December 6, 1941, the time has passed when we could confine our responsibility to a limited group of clients and a particular service. Our country is at war, and there has been placed on us a great responsibility for leadership on the health and welfare needs of the whole people. Our efforts are sincere; our accomplishments are many; both fall distressingly short of the need.

What are the facts? After two years of America's participation in the war, and on the eve of America's great offensives, existing resources have not been geared to most productive use. New resources are inadequate and are not planned with sufficient relation to existing facilities. Nationally there is still no center with authority, funds to coordinate the work. This makes local problems much more difficult but is certainly not entirely accountable for the situation in the communities.

Why in a large industrial center is one agency snowed under with an alarmingly increased load of juvenile delinquency while other agencies equipped to aid stand by? Why are the nurseries established with Lanham Act funds in many instances not being fully used? What about education of mothers who are suspicious, for good reasons, of "institutions" and "welfare"? Where are we in the West Coast manpower crisis? Have we made it our problem? Have we gotten together with the unions and with Government to act and to demand whatever is necessary? Have we been willing to put up with obstacles and unwilling to give up established ways and prejudices?

It is the responsibility of our field, united, to act as a spearhead nationally and in every community to insure through whatever measures may be required that the health and welfare needs of the people are met.

We submit, with Mr. Baruch, that the time to act is here. We propose further that it is time we acted together.

On a national scale, a central body with funds and authority to undertake centralized planning and direction on welfare problems is urgently needed. Such a body is not going to be established overnight. We will have to fight for it through existing agencies in our field and in Government and through legislation. In like manner we need overall planning in our communities, which will be encouraged and aided by a national coordinating center, but which need

not wait for that. These are things to work toward, but lack of them must not hold back action that is possible today on today's problems.

We propose:

1. That the Office of Community War Services call together representatives of welfare, labor and Government to agree on immediate steps that can be taken with existing facilities to help communities meet their most pressing problems.

2. That a committee be established in our field to help insure passage of such legislation as the Thomas Child Care Bill, the Wagner Social Security Bill and so forth.

3. That the Councils of Social Agencies and comparable bodies in each community immediately take all necessary measures to insure more productive cooperation among agencies, less duplication of effort, closer working relations with our strongest ally, the labor movement, and real assumption of responsibility for the communities' welfare problems.

4. That individual agencies take greater initiative gearing services to needs and demanding the type of community planning and leadership that will permit fullest utilization of services.

We pledge the full support of our union in fulfilling the obligations of the welfare field to the people.

Very sincerely yours,

NATIONAL SOCIAL SERVICE DIVISION
UNITED OFFICE AND PROFESSIONAL WORKERS OF AMERICA

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ADDRESS REPLY TO
"THE ATTORNEY GENERAL"
AND REFER TO
INITIALS AND NUMBER

DEPARTMENT OF JUSTICE

WASHINGTON, D.C.

JWA:NLG

148-204-4

MAY 20 1943

WOMEN'S BUREAU
MAY 21 1943
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
Department of Labor
Washington, D. C.

My dear Miss Anderson:

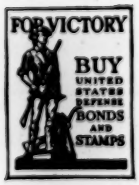
Thank you for sending us a copy of the Report of the Conference on Women in War Industries, held in Washington on March 11-12, 1943. The report was brought to my attention by Mrs. Nadine L. Gallagher, a member of our staff who was present during several of the sessions.

We are, as you know, vitally interested in matters touching upon Federal-State Relations, and we shall, I am sure, find your report valuable to us.

Sincerely yours,

John W. Andrews

John W. Andrews
Head, Section on Federal-State Relations



Conference
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U. S. DEPARTMENT OF LABOR

DIVISION OF LABOR STANDARDS

WASHINGTON

May 13, 1943

WOMEN'S BUREAU
MAY 16 1943
DEPARTMENT OF LABOR

Miss Margaret Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Anderson:

This will acknowledge with thanks the receipt of the report of the conference on Women in War Industries.

The gathering together of so large a group of those familiar with the problems of women's employment should lead to constructive results in our effort to defeat the Axis.

With kindest personal regards.

Yours sincerely,

L. ERSKINE
Assistant Industrial Hygienist
(Engineer)



NEW YORK 80 Centre St. | ALBANY State Office Bldg. | BUFFALO State Office Bldg. | ROCHESTER 70 Exchange St. | SYRACUSE 214 So. Warren St. | UTICA 106 Foster Bldg. | BINGHAMTON 502 Press Bldg.

STATE OF NEW YORK

DEPARTMENT OF LABOR

WOMEN'S COMMISSION
Room 380

New York City
March 25, 1943

WOMEN'S BUREAU
RECEIVED
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I am sure the members of the Women's Commission would be interested in having copies of your letter of March 15th regarding the conference on employment of women in wartime, and the attached resolutions adopted at the conference. If you can send me 25 copies I shall be glad to forward them to members of the Commission.

3/27/43

I was very much interested in seeing the resolutions and in the report Miss Papert brought back from the conference.

Sincerely yours,

Emily B. Weber

Emily B. Weber, Secretary
Women's Commission

EBW/prh

Work Clothes
Style Show.

March 15, 1943.

Miss Mary B. Leach
Women's Bureau
U. S. Department of Labor
Washington, D.C.

My dear Miss Leach:

I want to congratulate you on your part in the work clothes fashion show and thank you for participating. You were a credit to the Women's Bureau and we were very proud to have you representing all of us. Your fine enthusiasm and generous cooperation were appreciated very much.

Sincerely yours,

OG
erb

Mary Anderson, Director.

March 15, 1943.

Miss Leila L. Valdez
Women's Bureau
U. S. Department of Labor
Washington, D.C.

My dear Miss Valdez:

I want to thank you for all you did to help make the work clothes fashion show a success. You were so attractive as the "sweater girl" I almost feared we had made a mistake until you "reformed" and wore the correct clothes.

You were a credit to the Women's Bureau and we were proud to have you representing all of us. Your fine enthusiasm and generous cooperation were appreciated very much.

Sincerely yours,

OC
erb

Mary Anderson, Director.

March 15, 1943.

Miss Katherine Patton
Wage and Hour, and Public Contracts
U. S. Department of Labor
Washington, D.C.

My dear Miss Patton:

I want to thank you for all you did to help make the work clothes fashion show a success. Several people asked if you were a professional model and were surprised to learn you were one of our own Department of Labor staff.

Your generous cooperation and fine enthusiasm in participating in the work clothes show were appreciated very much.

Sincerely yours,

OG
erb

Mary Anderson, Director.

March 15, 1943

Miss Hilda W. Callaway
Bureau of Labor Statistics
U. S. Department of Labor
Washington, D.C.

My dear Miss Callaway:

I want to thank you for taking part in the work clothes fashion show and for being so generous with your time and patience. You were so attractive in your clothes, so poised as you modeled them that you did credit to yourself and the Department.

Thank you again for participating in the work clothes exhibit.

Sincerely yours

OC
erb

Mary Anderson, Director

March 15, 1943.

Miss Pearleen Schindler
Conciliation Service
U. S. Department of Labor
Washington, D.C.

My dear Miss Schindler:

You were so attractive as you modeled the work clothes in the fashion show that you were a good answer to those who object to safety clothes as unattractive. I want to thank you for your fine enthusiasm and generous cooperation in making the show a success. Your contribution was appreciated very much.

Sincerely yours,

c OG
erb

Mary Anderson, Director.

March 15, 1943.

Miss Mary Starring
Conciliation Service
U. S. Department of Labor
Washington, D.C.

My dear Miss Starring:

I am glad photographs were made of each of you in the work clothes fashion show, but pictures cannot tell completely how well you did your part as a model. I want to thank you for your interest and generous cooperation in making the whole effort the success that it was. You were a credit to your division and the whole Department.

Sincerely yours,

OG
erb

Mary Anderson, Director.

March 15, 1943.

Miss Hattie C. McGraw
Women's Bureau
U. S. Department of Labor
Washington, D.C.

My dear Miss McGraw:

I want to thank you for participating in the work clothes fashion show and for doing your part so well. You were a credit to the Women's Bureau and we appreciate your cooperation very much.

Sincerely yours,

OG
erb

Mary Anderson, Director.

March 15, 1943.

Miss Mabel Rueger
Women's Bureau
U. S. Department of Labor
Washington, D.C.

My dear Miss Rueger:

The Women's Bureau has more talent then we realize as the work clothes fashion show proved conclusively. I want to thank you for participating and doing your part so well. Your fine enthusiasm and generous cooperation were appreciated very much.

Sincerely yours,

OG
erb

Mary Anderson, Director.

March 15, 1943.

Mrs. Leo R. Robison
Women's Bureau
U. S. Department of Labor
Washington, D.C.

My dear Mrs. Robison:

I want to thank you for all you did to make the work clothes fashion show a success. No one could have looked more different in two outfits than you did and your special contribution added greatly to the effectiveness of the whole presentation.

Your generous cooperation was appreciated very much.

Sincerely yours,

OG
erb

Mary Anderson, Director.

March 13, 1943

Miss Margaret Sawyer
Assistant to Director of Personnel
and Labor Relations
Todd Shipyards Corporation
1 Broadway
New York, N.Y.

My dear Miss Sawyer:

Under separate cover we are returning the helmet, shoes, respirator, etc. which you were good enough to lend us for the work clothes fashion show. They helped us enormously and we are very grateful for your generous and prompt cooperation.

Your comments on the telephone and in your letter were valuable in preparing the commentary which Secretary Perkins gave as the things were modeled during the dinner. Newsreel and still pictures were made in the morning.

Members of the Maritime Commission were present at the conference as well as State labor officials. They all were keenly interested in the work clothes problem.

Any way the Women's Bureau can be of service to you, please call on us.

Sincerely yours,

OG
erb

Mary V. Robinson, Director

TODD
NEW YORK 1915

Todd Shipyards Corporation

NEW YORK OFFICE: 1 BROADWAY · TELEPHONE DIGBY 4-6900 · CABLE "ROBIN" NEW YORK

PLEASE ADDRESS YOUR REPLY TO
TODD SHIPYARDS CORPORATION
1 Broadway
New York, N.Y.
Digby 4-6900

TODD ERIE BASIN DRY DOCKS INC.
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Brooklyn, N. Y.
CUmberland 6-6820

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SOUTH PORTLAND SHIPBUILDING CORP.
South Portland, Me.

March 8, 1943

"WE CONTRACT ONLY UPON THE FOLLOWING TERMS, APPLICABLE TO EVERY CONTRACT: IN THE CASE OF A VESSEL WE HAVE A LIEN UPON THE VESSEL FOR OUR BILLS; ALL TIME CONTRACTS ARE SUBJECT, WITHOUT RESPONSIBILITY ON OUR PART, TO DELAY IN CASE OF STRIKE, LABOR DIFFICULTIES, FIRE OR CAUSES BEYOND OUR CONTROL; OUR LIABILITY IN CASE OF DEFECTIVE WORKMANSHIP OR MATERIAL IS LIMITED STRICTLY TO THE PROPER REPLACEMENT THEREOF.
"FURTHERMORE, WE UNDERTAKE TO PERFORM WORK ON AND DRY DOCK VESSELS AND PROVIDE BERTH, WHARFAGE, TOWAGE AND OTHER SERVICE AND FACILITIES ONLY UPON CONDITION THAT WE SHALL NOT BE LIABLE IN RESPECT TO ANY ONE VESSEL, DIRECTLY OR INDIRECTLY IN CONTRACT, TORT OR OTHERWISE, TO ITS OWNERS, CHARTERERS OR UNDERWRITERS FOR ANY INJURY TO SUCH VESSEL, ITS CARGO, EQUIPMENT OR MOVABLE STORES, OR FOR ANY CONSEQUENCES THEREOF, UNLESS SUCH INJURY IS CAUSED BY OUR NEGLIGENCE OR THE NEGLIGENCE OF OUR EMPLOYEES AND IN NO EVENT SHALL OUR AGGREGATE LIABILITY TO ALL SUCH PARTIES IN INTEREST FOR DAMAGE SUSTAINED BY THEM, AS A RESULT OF SUCH INJURY, EXCEED THE SUM OF $100,000.00.
"IN CONNECTION WITH THE ACCIDENT AND/OR INDEMNITY AND/OR INSURANCE CLAUSES, IF ANY, CONTAINED IN YOUR SPECIFICATIONS, RELATING TO LIABILITY FOR PERSONAL INJURIES, PLEASE NOTE THAT WE DO NOT AGREE TO SAME, IN SO FAR AS THEY UNDERTAKE TO IMPOSE ANY LIABILITY OR ANY OBLIGATIONS TO TAKE OUT OR MAINTAIN INSURANCE BEYOND THE LIABILITIES OR THE OBLIGATIONS TO INSURE IMPOSED UPON US BY LAW."

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Miss Mary V. Robinson, Director
Division of Public Information
U. S. Department of Labor
Washington, D. C.

Dear Miss Robinson:

This morning a safety helmet, respirator and one pair of safety-toe shoes were sent to you by special delivery. When they have served their purpose, will you please return them to One Broadway, marked for my attention.

As I told you on the telephone, shoes for women are a real headache. The women welders, burners, shipfitters and many shop workers wear men's shoes because they prefer them to women's so-called safety-toe oxfords now available. The women have elected to wear shoes that give them adequate protection against falling objects and flying sparks. However, many have found that they are victims of "falling" arches, and this inspite of the fact that we have attempted to make individual adjustments in the shoes.

The safety features built into the shoes which we are sending you should be built into shoes for women. The oxfords now on the market are unsatisfactory in a shipyard because they are low shoes with Cuban heels which are too high and narrow, the soles of which are too thin and made of leather that is too light-weight.

We use several different kinds of respirators. I have sent the combination one known as the "Comso" respirator. It is used to protect the wearer against metal fumes and dust. Of course, all burners and those working in the vicinity of burners wear a respirator when burning is being done on galvanized metal or red lead.

The helmet is worn by employees working in or passing through the yard. It is made of plastic and is designed to protect the wearer against all falling objects.

The burners and welders wear leather overalls and jackets which you are getting from the American Optical Company. We have found these very satisfactory.

We have not been so fortunate in finding appropriate cotton overalls or two-piece suits. Manufacturers of similar work clothes for men made of heavy durable cotton material have been slow to change the cut to accommodate the curves and bulges characteristic of the female chassis. Evidently we did not recruit the women working in our yards from former Powers models.

On the other hand, manufacturers who make allowances for certain peculiarities of the female figure are loath to use material which they consider unfeminine and "unglamorous." You can see where we are caught.

Tomorrow I am sending you by mail labels for the helmet, shoes and respirator, which you may find useful for your exhibit.

I hope that the style show is a great success.

Sincerely yours,

Margaret Sawyer

Margaret Sawyer
Assistant to Director of
Personnel and Labor Relations

March 15, 1943.

Max Milstein Company
230 West 39th Street
New York, N.Y.

My dear Mr. Milstein:

Under separate cover we are returning the two work suits by Vera Maxwell which you let us borrow for our work clothes show this week. They were a great addition to the collection and we appreciate your prompt response to our request.

Newsreel and still photographs were made of the models in addition to showing them at the dinner.

Thank you for your cooperation.

Sincerely yours,

OG
erb

Mary V. Robinson, Director
Division of Public Information

March 13, 1943.

Miss Vera Maxwell
230 West 39th Street
New York, N.Y.

My dear Miss Maxwell:

Your clothes almost stole the work clothes fashion show we gave March 11. The only serious competition in interest was from a shipyard outfit and a welder's suit. We had two suits from Max Milstein and three from Montgomery Ward - five of yours which we grouped as a unit and mentioned your name as the designer.

I planned the show and wrote the commentary which Secretary Perkins used at the dinner when the clothes were modeled, also the "fashion" data used for press handouts. Secretary Perkins did a good deal of ad libbing which added immensely - pointing out special details. Still pictures and newsreels were made in the morning.

Thank you for sending us the suits to include in the Labor Department show.

Sincerely yours,

OG
erb

Opal Cooden

March 13, 1943.

Miss Virginia Jewel,
Fashion Director
The Cotton-Textile Institute, Inc.
320 Broadway
New York City, N.Y.

My dear Miss Jewel:

The fashion show went off very well March 11 and so did the newsreel and still pictures earlier in the day. Without your help there wouldn't have been a show. We are deeply grateful to you.

I am returning the uniforms in two boxes. The hats in a third. Nothing has been laundered - we were afraid to send them to Washington laundries because it might be weeks before they were ready. Will you have them laundered and bill the Women's Bureau, U. S. Department of Labor? Be sure the bill is addressed to the Women's Bureau, not to me, or a Government payment cannot be made.

Thanks again for the generous and prompt response to our S.O.S. I know Lambert must have worked on the details and do give her my special thanks, too.

Sincerely yours,

OG
erb

Opal Gooden

office of
fashion
director



March
8 t h
1 9 4 3

Miss Opal Gooden
Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Gooden:

Attached is a list of the garments which we have already sent you.

The Vera Maxwell suit to which you referred in your letter is not part of our wardrobe, but we telephoned her office this morning and requested that the garment and cap be sent you air mail for your showing on the 10th. As Miss Maxwell, herself, was not available when we called, her secretary agreed to give her our message and call us back. Not having heard from her as yet, we are mailing this letter to let you know that unless you hear from us to the contrary, you may expect to receive the suit directly from Vera Maxwell.

Sincerely yours,

Virginia Jane

Fashion Director

fek

Have just checked with Miss Maxwell - she is sending the suit air express tonight, she also called Montgomery Ward who have one of these suits in their catolog, and they are also sending a suit air express and the cap they show with it. Sally Victor couldn't be reached so the original hat will not be sent along. Hope one of these reaches you by the 10th. Yvonne Rambert -

the cotton-textile institute inc
320 broadway - - new york city

3/5/43 BOK

Miss Opal Goodin, Women's Bureau, Dept. of Labor,
Washington, D.C.

Coverall of unbleached muslin.

Coverall of blue denim(Allis chalmers) soft finish.

Coverall of blue- fine twill with matching hat.

Overall of blue soft finished denim, red bandana blouse and matching hair bandana.
Allis Chalmers.

2 pcs. blue novelty poplin(sometimes called Himalya cloth) slacks and shirt- matching hat.

Button-on dress of blue novelty poplin (himalya cloth) white linenn collar. Hat.

Culotte of pencil blue twill.

Two piece greeny-blue twill shirt and slacks. Star Mfg. Co.

2 piece suit of covert cloth Shirt and overall. Glenn Martin.

One buckram hat.

OTHER ITEMS TO BE FWD UNDER SEPARATE COVER.

"Star" from Pan American Blue jean overall with drop seat.

Brown and White Striped Chambray . Brown hopsacking hat.

Navy Blue Men's Wear Denim- Bib overall and jacket. Red bandana

Curtis Wright Blue Denim- and hat. (...ron shirt and slacks.

March 5, 1943.

Miss Virginia Jewel
Fashion Director
Cotton Textile Institute
320 Broadway
New York, N.Y.

My dear Miss Jewel:

You are a life saver to send the work garment collection in time for March 10. If they arrive sooner, so much the better. Will the Vera Maxwell suit be included or must I write directly to her for that?

We expect to have a good show. The Secretary of Labor herself will do the commentary - and she's a clever ad-liber. The hotel has a platform and a runway which is used each week for fashion shows.

Thanks again for all your help.

Sincerely yours,

OG
erb

Opal Gooden

FORM F116-3

MINE SAFETY APPLIANCES CO.

BRADDOCK, THOMAS AND MEADE STS.
PITTSBURGH, PA., U. S. A.

PHONE CHURCHILL 5900

CUSTOMER'S ORDER NO. & DATE 2/11/43 File
REFER TO INVOICE NO.
REQUISITION NO.
INVOICE DATE
CONTRACT NO CHARGE
VENDOR'S NO. AAM 35630
2/12/43

SOLD TO
MISS MARY ANDERSON/DIRECTOR
OF THE WOMENS BUREAU
U.S. DEPT. OF LABOR
WASHINGTON D.C.

SHIPPED TO AND DESTINATION SAME

DATE SHIPPED
F. O. DEST
PREPAID PREPAID
HOW SHIPPED-ROUTE
TERMS: ___% 10 DAYS - 30 DAYS NO CHARGE
SALESMAN 36 C R DEVER

ITEM NO.	QUANTITY BACK ORDERED	QUANTITY ORDERED	QUANTITY SHIPPED	CATALOG NUMBER	AA/A DESCRIPTION IND 55 H
					STOCK
1		1	1	CJ33028	SOLID ACETATE TOP LILLY DACHE HAT
2		1	1	CJ33029	SPLIT TOP ACETATE LILLY DACHE HAT
3		1	1	CJ33030	PLASTIC MESH LILLY DACHE HAT
4		1	1	CJ33031	PLASTIC MESH TURBAN LILLY DACHE HAT
			X		

PACKING LIST

This Packing List is enclosed with your shipment to enable you to check the amount of material received against the amount shown on your Purchase Order.
Examine packing carefully. These goods have been checked three times and by three different men. Any claim for error must be made promptly to receive consideration.
Those items, if any, shown in column "Quantity Back Ordered" will be shipped as soon as available.
Mine Safety Appliances Co.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

March 5, 1943

MEMORANDUM

TO: Louise Stitt

FROM: Mary V. Robinson

RE: Exhibits at the March 11 - 12 conference.

1. Mr. J. R. Wilson in charge of Department of Labor Exhibits Section is cooperating in planning and installation of exhibit material. He was to contact Mrs. Beyer, Mr. Davenport and Miss Fredericksen as to availability of exhibit material and literature on women in industry from their agencies.

2. Mary Robinson contacted the Bureau of Publications and Graphics of the OWI as to whether it had exhibits on women. Miss Pauline Ehrlich, assistant to Mr. Francis Brennan, director of the Bureau, reported "no exhibits on women." Mr. Roy Stryker in charge of photographic section, said that his section had too "little money" to enable him to send exhibits except to big expositions, but that he might be able to send some posters.

3. A special departmental display of appropriate literature on women workers will be a central feature in the ante-room to conference room.

4. Women's Bureau exhibits include the following:

   a. A set of about 30 enlarged photographs (poster size, 20" x 27") of women engaged in a variety of occupations in key war industries, A set of photos (8" x 10") of women in shipyards ~~- descriptive captions~~ and airplane plants with descriptive captions. These photos will be displayed in frames in ante-room.

   b. Two enlarged photos (50" high) cut-outs of women workers, to be mounted on ply-wood and displayed in conference room, one on each side of speakers' platform.

   c. A fashion show of women's work clothes to be staged at the dinner with Secretary Perkins as the Commentator. Living models will be used to show about a dozen different types of work clothes and such safety accessories as aprons, gloves, gauntlets, goggles, masks, helmets, etc., that are used for various occupations. The commentary will stress good features and also any that are not completely satisfactory.

   d. On March 12 the work clothes and accessories will be displayed in the ante-room, with descriptive cards, giving opportunity for closer examination of garments, and materials of which they are made.

5. Mr. Fitzgerald will be in charge of publicity and suggestions for such should be made to him.

Possibilities -

a. Advance story on conference, with notices to papers of States represented. of Washington

b. Stories on the several sessions to key news agencies and papers.

c. Photographs of the fashion show and Sunday feature story. (Possible cooperation of OWI).

d. News reel of fashion show. (Possible cooperation of Motion Picture Bureau, OWI of which Mr. Lowell Mellett is director.).

INDUSTRIAL BOARD
BUREAU OF MINES AND MINING
BUREAU OF FACTORY INSPECTION
BUREAU OF BOILER INSPECTION
BUREAU OF WOMEN AND CHILDREN

DEPARTMENT OF COMMERCE AND INDUSTRIES
STATE OF INDIANA

DIVISION OF LABOR

WOMEN'S BUREAU
MAR 26 1943
DEPARTMENT OF LABOR

THOMAS R. HUTSON
COMMISSIONER OF LABOR

ROOM 225 STATE CAPITOL
INDIANAPOLIS

March 24, 1943

Mary Anderson, Director
Women's Bureau
U.S. Dept. of Labor
Washington, D.C.

Dear Miss Anderson:

We have just received the copies of the two resolutions adopted at conference on employment of women in wartime called by Secretary of Labor, March 11-12, 1943.

We heartily concur in these resolutions and offer our best cooperation. We will appreciate additional copies for distribution.

50 copies.

Sincerely yours

Mary L. Garner

Mrs. Mary L. Garner, Director
Bureau of Women andChildren

MJ

Sent 3/26/43 M.J.

Department of Labor and Industry
Industrial Commission of Minnesota
STATE OFFICE BUILDING
SAINT PAUL

P. J. O'CONNOR
Chairman
J. D. WILLIAMS
N. H. DEBEL
Commissioners
E. D. McKINNON
Secretary
EMILY L. OLSON
Asst. Secretary

March 23, 1943

WOMEN'S BUREAU
MAR 26 1943
DEPARTMENT OF LABOR

Miss Mary Anderson
Director, Women's Bureau
U.S. Department of Labor
Washington, D.C.

Dear Miss Anderson:

The copy of resolutions, relating to working hours which were adopted at the recent regional conference of labor commissioners, have been referred to me by Mr. Williams. I am indeed interested in having this information, and I shall appreciate receiving 25 copies for distribution.

Thank you for keeping us so well informed on all matters pertinent to the welfare of women workers.

Yours very truly,

INDUSTRIAL COMMISSION OF MINNESOTA

By Florence Burton
Chief, Division Women & Children.

FB-h

Drink More MILK, Eat More BUTTER, For Your HEALTH and PROSPERITY

File

U. S. DEPARTMENT OF LABOR

DIVISION OF LABOR STANDARDS

WASHINGTON

March 23, 1943

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau

My dear Miss Anderson:

Thank you so much for your kind letter of March 19 expressing appreciation of my transcript of your recent conference. It was a pleasure to do this work for you and I shall be glad to serve you whenever such reports may be useful to your Bureau.

Sincerely,

Mabelle H. Hansell

Conference Reporter

Files

March 19, 1943.

Mrs. Mabelle H. Hansell,
Room 6133 - Division of Labor Standards.

My dear Mrs. Hansell:

We received the final "chapter" of the transcript of the Secretary's conference held March 11 and 12.

I want to take this opportunity to thank you for the excellent job which you have done in preparing this extensive, and what I am sure must have been difficult, transcript, for us. You did it in a remarkably short time. It is unusually complete and accurate and compiled in the most usable form.

I appreciate very much the service that you have given us.

Sincerely yours,

Mary Anderson, Director.

MA/LS/nb

Files

JOHN W. BRICKER
GOVERNOR

STATE OF OHIO
DEPARTMENT OF INDUSTRIAL RELATIONS
COLUMBUS

GEORGE A. STRAIN
DIRECTOR
NELSON HOVEY
ASST. DIRECTOR

March 23, 1943

WOMEN'S BUREAU
MAR 25 1943
DEPARTMENT OF LABOR

Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

Thank you for your information of March 15, in regard to Resolution Unanimously Adopted at Conference on Employment of Women in Wartime called by Secretary of Labor.

Very truly yours,

Geo. A. Strain

Director

ec

COMMONWEALTH OF VIRGINIA
Department of Labor and Industry
COMMISSIONER'S OFFICE
THIRD FLOOR, FINANCE BUILDING
RICHMOND

TELEPHONE: 3-8766

JOHN HOPKINS HALL, JR.
COMMISSIONER

March 23, 1943

WOMEN'S BUREAU
MAR 24 1943
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

Thank you very much for your letter of March 18th addressed to Mr. Hall, copy to me, enclosing copies of resolutions relating to working hours of women. We would like to have several extra copies for distribution. 15 copies

3/24/43

Yours very truly,

Rose McMahon

(Mrs.) Rose McMahon, Director
Division of Women & Children.

RM/ae

A. P. HARVEY
COMMISSIONER
BATON ROUGE, LA.

State of Louisiana

DEPARTMENT OF LABOR
DIVISION OF WOMEN AND CHILDREN
NEW ORLEANS OFFICE
208 CIVIL COURT BUILDING
RAYMOND 1435

March 22, 1943

WOMEN'S BUREAU
MAR 24 1943
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

My dear Miss Anderson:

Thank you for your letter of March 18th, also copies of the two resolutions relating to working hours for women. If possible, will you please send me two hundred additional copies of each.

200 copies.

Sent 3-24-43

Sincerely yours,

Mrs. Erwin D. Poncet

Mrs. Erwin D. Poncet, Director
Division of Women & Children

APP/mv

Files

JOHN W. BRICKER
GOVERNOR

STATE OF OHIO
DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF MINIMUM WAGE
COLUMBUS

GEORGE A. STRAIN
DIRECTOR
NELSON HOVEY
ASSISTANT DIRECTOR
JAMES P. WALSH
SUPERINTENDENT

March 20, 1943

Rec't 3/23/43 mwb

Miss Mary Anderson, director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

Thanks very much for your letter of March 15 incorporating the resolution unanimously adopted at the Conference called by the Secretary of Labor March 11 and 12. If you have a few additional copies of the Resolution to spare I shall appreciate three or four, since I believe that I can use them to good advantage at this time.

Very truly yours,

Henry G Schmidt

Henry G. Schmidt, Acting Superintendent
Division of Minimum Wage

WAR PRODUCTION BOARD
REGIONAL OFFICE (11)
7310 WOODWARD AVENUE
DETROIT, MICH.

OFFICE OF REGIONAL LABOR REPRESENTATIVE

WOMEN'S BUREAU
MAR 22 1943
DEPARTMENT OF LABOR

March 19, 1943

Miss Mary Anderson, Director
Women's Bureau, Department of Labor
Washington, D. C.

Dear Miss Anderson:

It was extremely valuable for me to attend the conference which was held last week in Washington under the auspices of the Women's Bureau. I very much appreciate your inviting me to attend and only wish it had been possible to have more of a visit with you. I shall look forward to that at any future visit which I make to Washington.

It is a pleasure to be working closely with Mrs. Lowrie here. I feel that her assistance will be of great value to this office. With kindest regards,

Sincerely yours,

Dorothy K. Roosevelt

Dorothy K. Roosevelt
Labor Representative
Labor Production Division



WOMEN'S BUREAU
MAR 20 1943
DEPARTMENT OF LABOR

Resolution Unanimously Adopted at Conference on Employment of Women in Wartime Called by Secretary of Labor

March 11 and 12, 1943

Whereas the health and well-being of women employed in civilian industries is as essential to our National wartime economy as is that of workers engaged in war industries; and

Whereas long hours and poor working conditions in civilian industries lead to sickness and absenteeism: Therefore be it

Resolved, That peacetime standards of hours and conditions of work be not relaxed in these industries in order to provide conveniences, goods, and services for war workers and civilians which in peacetime may be desirable but in time of war are not truly necessary to our well-being; and be it

Resolved further, That if, in order to provide for the basic subsistence needs of war workers and civilians, a relaxation of State labor laws may be necessary, such relaxation be granted only in those areas in which critical labor shortages exist; moreover, be it

Resolved further, That in such areas of extreme labor shortages relaxations be permitted only for the production of goods and services necessary to provide for the basic minimum subsistence needs of war workers and the civilian population, and that definite standards be established for determining the need for such relaxation.

(Miss) Christine Hare
% Overseas Service League
American Red Cross Bldg
315 Lexington Avenue
New York, N Y

(Composed of American Women who served with the AEF in the last World War)

I heartily approve of your circular letter dated Washington, March 15,1943 on the subject of working conditions, hours, rest periods etc for employed women whether it concerns private industry or conditions where the U S Government employs workers. Such conditions are just as desirable where U S Government employees are concerned as elsewhere and the Government should, I think set the example by establishing such conditions generally in their various Departments and Agencies.

POSTAL TELEGRAPH POSTAL TELEG

TELEGRAPH POSTAL TELEGRAPH PO

W2 (FIVE) 20

TD NEWYORK NY 15 1123A

1322

MARY ANDERSON

WOMENS BUREAU DEPT OF LABOR

WASHN DC

PLEASE SEND ME IMMEDIATELY CARE HOTEL TENEYCK ALBANY ANY ACTION TAKEN CONFERENCE ON WOMEN IN WAR TIME MARCH TEN ELEVEN

HELEN BLANCHARD WOMENS TRADE UNION LEAGUE

1158A

Sent air mail special delivery 3/15/43 2:15 pm

Files

March 13, 1943

Mr. George A. Strain, Director
Department of Industrial Relations
State Office Building
Columbus, Ohio

My dear Mr. Strain:

I was more glad than I can tell you that you were able to be at the conference on Thursday. We missed you yesterday but realized that you probably felt it necessary to return to Ohio in view of the critical condition that exists there.

I thought that you might find useful the inclosed material: the two resolutions that were adopted by the conference yesterday afternoon and a transcript of Rear Admiral Fisher's remarks and answers to questions directed to him. I am also inclosing a list of the Army and Navy officers attending the Thursday conference, so that you may know their rank and the branch of the services which they represent. I know that you will keep us informed of developments and let us know if we can be of any assistance.

Sincerely yours,

Inclosures
LS:mMG

Louise Stitt, Director,
Division of Minimum Wage.

WAR PRODUCTION BOARD

WASHINGTON, D. C.

March 11, 1943

IN REPLY REFER TO:

WOMEN'S BUREAU
MAR 12 1943
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

Thank you for the invitation which you extended to me on behalf of the Secretary of Labor to attend the conference of labor commissioners being convened by her on March 11 and 12.

I sincerely regret that my absence from Washington for the past ten days makes it impossible for me to arrange to attend the conference sessions. However, I am requesting members of my staff to represent the Division at these meetings. Mr. Joseph Kovner will attend the session on Thursday afternoon on "Hours of Work of Women Workers"; Mrs. Lee Stanley the session on Friday morning, "Industrial Safety and Health Standards for Women Workers"; and Mr. David Saposs the Friday afternoon meeting on "Adjustment in Home and Factory to Reduce Absenteeism and Increase Production of Women Workers." Each of these individuals is, I think, qualified to make some contribution to the respective session which they will attend, and I shall be greatly interested in their reports of the proceedings.

Sincerely yours,

Wendell Lund

Wendell Lund
Director
Labor Production Division

FOR VICTORY
BUY UNITED STATES WAR BONDS AND STAMPS

Mr. Taylor of
Maine Dept of Labor
did not come
Wrote long letter with
suggestions. See
237 file Maine Labor

WOMEN'S BUREAU
U.S. Department of Labor
Washington

We are sending you the parts of our study of office workers which have become available. As other sections dealing with conditions in Los Angeles, Kansas City, Richmond, and Philadelphia are received, they will be mailed to you.

(WO 42-60)

WF-3-17-42-60M

AFAMC-4

ARMY AIR FORCES
HEADQUARTERS OF THE MATERIEL COMMAND
WASHINGTON

WOMEN'S BUREAU
MAR 11 1943
DEPARTMENT OF LABOR

March 10, 1943

Miss Mary Anderson,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

My dear Miss Anderson:

Acknowledgement is made to your letter of March 8, 1943, extending an invitation to attend meetings to be held March 11 and 12, 1943, in the Departmental Auditorium, on the important subject of employment of women in war industries, and for the dinner to be held on Thursday evening, March 11, 1943.

It is regretted that previous arrangements for conferences and meetings scheduled for the current week will preclude my attendance at this program.

I have taken the liberty, however, of selecting T. J. Sullivan, Sr., Captain, Air Corps, as my alternate who will be present for the conference of labor commissioners, prepared to present the point of view of the Army Air Forces on the subject to be discussed.

Yours very truly,

W. F. VOLANDT,
Colonel, Air Corps,
Asst. Chief of Staff (C).

March 8, 1943

Col. Irving A. Duffy
Office of the Chief of Ordnance
Room 4-E-391
Pentagon Building
Washington, D. C.

My dear Col. Duffy:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

The enclosed agenda indicates the general subjects that will be considered at the conference.

On Thursday evening, March 11, at 7 o'clock, a dinner is to be held at 2400 Sixteenth Street N. W. Mr. Isador Lubin, Commissioner, Bureau of Labor Statistics and economic adviser to the President, will speak on his recent trip to England, and Mr. A. McD. Gordon, Labor Attache, British Embassy, will talk on British labor and the war. We will be delighted to have you attend the dinner. The price is $2.50.

Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Mrs. Carolyn L. McGowan
Chief, Employee Adjustment Section
Civilian Personnel Division
Office of the Secretary of War
Washington, D. C.

My dear Mrs. McGowan:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Mr. Dan Ring, Director
Division of Shipyard Labor Relations
U. S. Maritime Commission
Commerce Department Building
Washington, D. C.

My dear Mr. Ring:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the Maritime Commission be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Miss Laura Smith
Services of Supply
Industrial Personnel Division
Pentagon Bldg., Room 4-C-515
Washington, D. C.

My dear Miss Smith:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Miss Ellen Davies
Services of Supply
Industrial Personnel Division
Pentagon Bldg., Room 5-C-488
Washington, D. C.

My dear Miss Davies:

The Secretary of Labor has called a conference of the labor commissioners of 13 Eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Mr. Wendell Lund, Director
Labor Production Division
War Production Board
Social Security Building
Washington, D. C.

My dear Mr. Lund:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Production Board be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Miss Margaret A. Hickey, Chairman
Women's Advisory Committee
War Manpower Commission
Room 5241 Social Security Bldg.
Washington, D. C.

Dear Miss Hickey:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. In the name of the Secretary, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Miss Charlotte Carr
Assistant to the Deputy Chairman
War Manpower Commission
Room 5238 Social Security Bldg.
Washington, D. C.

Dear Miss Carr:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Manpower Commission be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

The enclosed agenda indicates the general subjects that will be considered at the conference.

On Thursday evening, March 11, at 7 o'clock, a dinner is to be held at 2400 Sixteenth Street N. W. Mr. Isador Lubin, Commissioner, Bureau of Labor Statistics and economic adviser to the President, will speak on his recent trip to England, and Mr. A. McD. Gordon, Labor Attache, British Embassy, will talk on British labor and the war. We will be delighted to have you attend the dinner. The price is $2.50.

Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Mr. Fowler Harper, Deputy Chairman
War Manpower Commission
Room 5238 Social Security Bldg.
Washington, D. C.

My dear Mr. Harper:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Manpower Commission be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Mr. Jack Ohly, Attorney
Labor Relations Division
Office of the Under Secretary of War
Pentagon Building
Washington, D. C.

My dear Mr. Ohly:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Colonel W. F. Volandt
Assistant Chief of Staff
Headquarters of the Materiel Command
Pentagon Building
Washington, D. C.

My dear Colonel Volandt:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Rear Admiral C. W. Fisher, U.S.N.
Room 2030
Navy Department
Washington, D. C.

My dear Admiral Fisher:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the Navy Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

The enclosed agenda indicates the general subjects that will be considered at the conference.

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Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Captain Morton L. Ring
Purchase Division
Bureau of Supplies and Accounts
Navy Department
Temporary Bldg. "I", Room 1004
Washington, D. C.

My dear Captain Ring:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the Navy Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director

MA:IS

March 8, 1943

Colonel Albert J. Browning
Office Services of Supply
Room 5 D 675
Pentagon Building
War Department
Arlington, Virginia

My dear Colonel Browning:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Enclosure
MA:LS:MBG

Mary Anderson, Director.

March 8, 1943

Colonel John D. O'Gara
Chief, Labor Branch
Industrial Personnel Division
War Department
Washington, D. C.

My dear Colonel O'Gara:

The Secretary of Labor has called a conference of the Labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Enclosure

Mary Anderson, Director.

March 8, 1943

Major S. E. Sufrin
Chief, Labor Standards Section
Industrial Personnel Division
War Department
Washington, D. C.

My dear Major Sufrin:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director.

Enclosed
MAIL:MBC

March 8, 1943

Mr. Willard Leland
Labor Standards Section
Industrial Personnel Division
War Department
Washington, D. C.

My dear Mr. Leland:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Enclosure
MA:LS:EMG

Mary Anderson, Director.

March 8, 1943

Mr. J. T. Mitchell
Chief, Industrial Personnel Division
War Department
Washington, D. C.

My dear Mr. Mitchell:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director.

Enclosure
MA:LS:MNG

March 8, 1943

Mr. Ralph J. Cordiner
Vice Chairman, War Production Board
Room 5027, Social Security Building
Washington, D. C.

My dear Mr. Cordiner:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Production Board be presented and discussed. In the name of the Secretary and at the suggestion of Dr. Mordecai Ezekiel, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

The enclosed agenda indicates the general subjects that will be considered at the conference.

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Sincerely yours,

Enclosure

Mary Anderson, Director.

March 8, 1943

Colonel Paul P. Logan
Assistant Chief of Subsistence Branch
Office of the Quartermaster General
Room 1091, Temporary Building "B"
War Department
Washington, D. C.

My dear Colonel Logan:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that the point of view of the War Department be presented and discussed. In the name of the Secretary, therefore, I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

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Sincerely yours,

Mary Anderson, Director.

Enclosure
MA:LS:RNG

Miss Mary Anderson

We would appreciate it so much if you would make reservation for Mrs. Morrow for dinner Thursday evening, March 11, 1943, at 7 o'clock at 2400 - 16th St., N.W., Washington, D. C.

A check for $2.50 is attached.

Mary Arendt
Secretary to Mrs. Morrow
Commonwealth of Pennsylvania

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
HARRISBURG

WOMEN'S BUREAU
MAR 11 1943
DEPARTMENT OF LABOR

March 10, 1943

Miss Mary Anderson
Director, Women's Bureau
U. S. Labor Department
Washington, D. C.

Dear Miss Anderson:

Mrs. Morrow's daughter will be in Washington on Thursday, March 11, and if it is possible we would like to secure a ticket for her to attend the dinner Thursday evening.

We would appreciate it very much if a reservation could be made for her and Mrs. Morrow will take care of the necessary charges involved.

Very sincerely,

Marie Arendt

Secretary to Mrs. Morrow
Director of Women and Children
and Hours and Minimum Wages

P. S. The reservation is requested for Mrs. Chester Kirkpatrick.

STANDARD TIME INDICATED

RECEIVED AT

(59).

TELEPHONE YOUR TELEGRAMS TO POSTAL TELEGRAPH

Postal Telegraph

THIS IS A FULL RATE TELEGRAM, CABLEGRAM OR RADIOGRAM UNLESS OTHERWISE INDICATED BY SYMBOL IN THE PREAMBLE OR IN THE ADDRESS OF THE MESSAGE. SYMBOLS DESIGNATING SERVICE SELECTED ARE OUTLINED IN THE COMPANY'S TARIFFS ON HAND AT EACH OFFICE AND ON FILE WITH REGULATORY AUTHORITIES.

Form 1

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MARY ANEERSON=

=WOMENS BUREAU U S DEPT OF LABOR (WASHINGTON EC)=

=GETRGE STRAIN WILL ATTEND CONFERENCE TOMORROW=

GEORGE STRAIN INDUSTRIAL RELATIONS.

WOMEN'S BUREAU MAR 11 1943 DEPARTMENT OF LABOR

NEW YORK 80 Centre St. | ALBANY State Office Bldg. | BUFFALO State Office Bldg. | ROCHESTER 70 Exchange St. | SYRACUSE 214 So. Warren St. | UTICA 106 Foster Bldg. | BINGHAMTON 502 Press Bldg.

STATE OF NEW YORK

DEPARTMENT OF LABOR

New York City
March 10, 1943

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I am sorry that legislative matters here in New York are keeping me from attending the conference in Washington. Will you please cancel my reservation for the dinner Thursday evening, March 11, 1943.

I am very sorry to miss the conference.

Sincerely yours,

Kate Papert, Director
Division of Women in Industry
and Minimum Wage

By Emily Sims Marconnier
Emily Sims Marconnier
Assistant to the Director

ESM:med

WESTERN UNION

Files

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RUTLAND VT MAR 10 1943

MISS MARY ANDERSON

DIRECTOR WOMENS BUREAU DEPT LABOR

SINCERELY APPRECIATE YOUR INVITATION TO ATTEND CONFERENCE.
MY DIRECTOR TALKED WITH MR ARMSTRONG THEY AGREED I SHOULD
NOT GO OFFICIALLY

MARY CURRIER.

843AM MAR 11.

STATE OF CONNECTICUT

DEPARTMENT OF LABOR AND FACTORY INSPECTION
UNEMPLOYMENT COMPENSATION
CONNECTICUT STATE EMPLOYMENT SERVICE
HARTFORD

CORNELIUS J. DANAHER
COMMISSIONER

ADDRESS ALL COMMUNICATIONS TO
THE COMMISSIONER

March 3, 1943

RECEIVED
OFFICE OF SECRETARY OF LABOR
MAR 5 1943
AM PM
9 10 11 12 1 2 3 4 5 6

The Honorable Frances W. Perkins
Department of Labor
Washington, D. C.

My dear Madame Perkins:

Your letter of March 1, 1943 requesting my presence, also that of Mrs. Christine G. Beeck and Mr. John C. Ready, at a meeting to be held in Washington at the Labor Department on Thursday and Friday March 11th and 12th, presents insurmountable difficulties.

Both Mrs. Beeck and Mr. Ready are too ill to attend the meeting at this time. I would like very much to have the department represented but in view of the amount of work which we are required to do connected with the enforcement of labor laws, I do not see how I can spare any one from the department at this time.

Thanking you for the invitations, I remain

Respectfully,
Cornelius J. Danaher
CORNELIUS J. DANAHER
COMMISSIONER

h

WOMEN'S BUREAU
MAR 6 1943
DEPARTMENT OF LABOR

HOWARD E. ARMSTRONG
COMMISSIONER

ALBERT A. FRASER
DEPUTY COMMISSIONER

FACTORY INSPECTORS
CHARLES A. ROOT
BURLINGTON
ALLEN H. RAYCRAFT
BARRE
EDWIN S. JOHNSON
PROCTOR

STATE OF VERMONT
DEPARTMENT OF INDUSTRIAL RELATIONS
MONTPELIER

March 4, 1943

RECEIVED
OFFICE OF SECRETARY OF LABOR
MAR 5- 1943
AM PM
9|10|11|12|1|2|3|4|5|6

Honorable Francis E. Perkins
Secretary of Labor
United States Department of Labor
Washington, D.C.

Dear Madam Secretary:

I very much appreciate your kind invitation of March 1, 1943 to attend a conference in Washington on March 11 and 12 to consider problems arising from the employment of women in industry.

I regret very much my inability to attend as our General Assembly is now in session and I have four or five bills that I am sponsoring and wish very much to enact into law. Time is pressing as I understand the General Assembly wishes to adjourn sine die on March 17 or 18, and I think I had better stay right here and attend to this work.

Sincerely yours,

Howard E. Armstrong

Commissioner

HEA/d

WOMEN'S BUREAU
MAR 8 1943
DEPARTMENT OF LABOR

OFFICE FOR EMERGENCY MANAGEMENT

WAR MANPOWER COMMISSION

WASHINGTON, D. C.

Chairman
PAUL V. McNUTT
FEDERAL SECURITY ADMINISTRATOR

March 12, 1943

WOMEN'S BUREAU
MAR 13 1943
DEPARTMENT OF LABOR

Miss Mary Anderson
Director, Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I am so sorry that I missed the dinner at Hotel 2400 last night. I made a special effort to get here, but my plane was grounded at Indianapolis, and instead of landing at the Washington Airport at 5:00 p.m. yesterday, I reached Washington by train this morning.

I am disappointed, too, at being unable to attend one of the sessions on wages and hours today, but find that I shall be completely tied up with the Management-Labor Policy Committee meeting and other urgent appointments in the Social Security Building.

Sincerely yours,

Margaret A. Hickey

Margaret A. Hickey
Chairman, Women's Advisory Committee



WESTERN UNION

WAG42 49 10 EXTRA

BOSTON MASS MAR 9 1241P

LOUISE STITT,DIRECTOR

MINIMUM WAGE DIVISION U S DEPARTMENT OF LABOR

THANK YOU FOR NOTICE OF CONFERENCE STOP

RECEIVED COMMISSIONERS APPROVAL AND WILL ARRIVE

AT THE AMBASSADOR HOTEL WEDNESDAY NIGHT STOP

PLAN TO SPEND SATURDAY IN WASHINGTON AND HOPE I

MAY HAVE A CONFERENCE WITH YOU RELATIVETO

MINIMUM WAGE

HATTIE H SMITH ASSISTANT COMMISSIONER OF LABOR

AND INDUSTRIES STATE HOUSE BOSTON MASSACHUSETTS.

124P.

WESTERN UNION

WESTERN UNION

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✓ Spring
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~~Sullivan~~
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~~Tubbs~~
Wendt
~~Winstead~~
Wolfe
Wright
✓ Wunder
Ziegler

Return this to R FM

Rush

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

March 9, 1943

MEMORANDUM

To: The Staff

From: Miss Anderson

Re: Secretary's Conference on Employment of Women in War Industries

In connection with the Secretary's Conference on the Employment of Women in War Industries, a dinner is to be held March 11, 1943 at 7 o'clock at 2400 Sixteenth Street, N. W. Mr. Isador Lubin, Commissioner, Bureau of Labor Statistics will speak on his recent trip to England, and Mr. A. McD. Gordon, Labor Attache, British Embassy, will talk on British labor and the war. The Women's Bureau is arranging a "style show" to exhibit proper work clothing for women employed in war industries.

The price of the dinner is $2.50. We will be very glad to have you come if you can. Please check the attached list if you desire a reservation. All reservations must be in Mrs. Nyswander's hands by Wednesday morning, March 10, 1943. Please pay Mrs. Nyswander before Thursday, the day of the dinner.

Cross out your name if you do not want reservations

GOVERNMENT OF THE DISTRICT OF COLUMBIA
MINIMUM WAGE AND INDUSTRIAL SAFETY BOARD
AND
EIGHT-HOUR DAY LAW DIVISION
MUNICIPAL CENTER BUILDING
300 INDIANA AVENUE, N. W.
WASHINGTON, D. C.

Mrs. Albert W. Atwood
CHAIRMAN
JOHN E. LASKEY
FRED S. WALKER

Elizabeth Champe
EXECUTIVE SECRETARY
EDWARD J. BUNKER
DIRECTOR OF INDUSTRIAL SAFETY
TELEPHONE: NATIONAL 6000

WOMEN'S BUREAU
MAR 10 1943
DEPARTMENT OF LABOR

March 9, 1943

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I am very glad to have the agenda for the Secretary's Conference on the Employment of Women in War Industries which you thoughtfully sent to me.

I regret that I am unable to be present at the dinner on the 11th. Thank you for extending the invitation to me and to the members of the Board's staff.

Yours very truly,

Sarah Pratt Atwood

Mrs. Sarah Pratt Atwood
Chairman.

FOR DEFENSE
BUY
UNITED
STATES
SAVINGS
BONDS
AND STAMPS

JOHN M. POHLHAUS
COMMISSIONER

MARGARET W. KIMBLE
ADMINISTRATIVE ASSISTANT

COMMISSIONER OF LABOR AND STATISTICS
120 WEST REDWOOD STREET
BALTIMORE, MD.

March 9, 1943

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

WOMEN'S BUREAU
MAR 10 1943
DEPARTMENT OF LABOR

Dear Miss Anderson:

Thank you for your letter of March 8.

Please reserve two tickets in my name for the dinner to be held Thursday evening, March 11.

It will be a real pleasure to see you again.

noted
RN

Sincerely yours,

J. M. Pohlhaus

Commissioner

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
HARRISBURG

THE SECRETARY

March 9, 1943

WOMEN'S BUREAU
MAR 10 1943
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I shall be very glad to attend the dinner at 7 o'clock Thursday at 2400 Sixteenth Street, incident to the Conference on the Employment of Women in War Industries, and will thank you for a reservation.

Sincerely yours,

Frank A. Boal

Frank A. Boal
Deputy Secretary

will not come

FKB:P

March 9, 1943

Mrs. Emily Sims Marconnier
Division of Women in Industry
and Minimum Wage
Department of Labor
80 Centre Street
New York, N. Y.

My dear Miss Marconnier:

I gave three cheers when I learned from your letter that you are going to attend the Secretary's Conference. Your first-hand experience with the issuance of permits for dispensations is exactly what we want. All of official Washington has been invited to the conference - Army, Navy, Manpower Commission, War Production Board. A deliberate effort was made to choose those people from these agencies whose primary interest is in production rather than in the maintenance of good labor standards, as well as those who are somewhat sympathetic with our point of view, in order that we can get this matter out in the open and really thrash it out.

The material about employers' attitude toward long hours in "wartime working hours" which you sent is excellent and just the kind of thing that we are going to need in order to convince the other departments that long hours are unproductive. We are making tentative reservations for you and Kate for the dinner Thursday night. You can cancel them if you want to when you arrive.

Sincerely yours,

Louise Stitt.

NEW YORK 80 Centre St. | ALBANY Office Bldg. | BUFFALO State Office Bldg. | ROCHESTER 70 Exchange St. | SYRACUSE 214 So. Warren St. | UTICA 106 Foster Bldg. | BINGHAMTON 502 Press Bldg.

STATE OF NEW YORK

DEPARTMENT OF LABOR

New York City
March 9, 1943

WOMEN'S BUREAU
MAR 10 1943
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Anderson:

I am very much interested in the agenda for the Secretary's Conference on the Employment of Women in War Industries.

I shall be very glad to attend the dinner.

As I wrote you previously, I hope that there will be an opportunity to discuss women in the non-war industries and also the problems of minimum wage in wartime.

Sincerely yours,
Kate Papert

Kate Papert, Director
Division of Women in Industry
and Minimum Wage

KP:MD

P.S. Please make two reservations for the dinner, one for me and one for Mrs. Marconnier.

DEPARTMENT OF LABOR

OFFICE OF THE SOLICITOR

WASHINGTON

March 8, 1943

To: Miss Mary Anderson

From: Irving J. Levy

Subject: Secretary's Conference on Women in War Industries

Many thanks for your invitation to attend the Secretary's conference on Women in War Industries. I shall make every effort to be present at most of the sessions. Mr. Peter Seitz will also arrange to be present.

State of Rhode Island and Providence Plantations

Department of Labor
Division of Women and Children
State House, Providence
9

WILLIAM L. CONNOLLY
DIRECTOR

MARGARET F. ACKROYD
CHIEF OF DIVISION
AND
COMMISSIONER OF MINIMUM WAGE

March 8, 1943

Miss Louise Stitt, Director
Division of Minimum Wage
Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Stitt:

I will be at the conference Thursday and Friday in Washington.

The department budget on travel has recently been cut because of the drop in state revenue due to the falling off of gasoline taxes, etc. Accordingly, we will be unable to finance the trip for the inspectors. I am sorry because I feel they would gain a great deal from the conference.

Looking forward to seeing you on Thursday,

Sincerely yours,

Margaret F. Ackroyd

Margaret F. Ackroyd, Chief
Division of Women and Children

MFA:ETM

NEW YORK 80 Centre St. | ALBANY State Office Bldg. | BUFFALO State Office Bldg. | ROCHESTER 70 Exchange St. | SYRACUSE 214 So. Warren St. | UTICA 106 Foster Bldg. | BINGHAMTON 502 Press Bldg.

STATE OF NEW YORK

DEPARTMENT OF LABOR

WOMEN'S BUREAU
MAR 9 1943
DEPARTMENT OF LABOR

New York City
March 8, 1943

Miss Mary Anderson, Chief
Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Anderson:

I hope very much that it will be possible to discuss minimum wage problems with you and with state minimum wage administrators and that we shall have an opportunity for such a meeting either on Thursday or Friday or perhaps on Saturday morning.

Sincerely,

Kate Papert

Kate Papert, Director
Division of Women in Industry
and Minimum Wage

KP:MD

Lubin
Gordon
Perkins

Coming to Dinner

War Dept.

Col. O'Gara

~~Col. Browning, with Mr. Yates, possibly~~
Major Vaughn

Major Vaughn

Lt. Col. Walker and 1 other

Capt and Mrs. Sullivan (Air Corps)

War Manpower Commission

Charlotte Carr

Mary Brewster White (guest of Mary Robinson)

War Production Board

Mrs. Lee Stanley

Defense Transportation

Dorothy Sells

States

D.C. - Miss Champe

Maryland - Mr. Polhaus, Mr. Bloom

Massachusetts - Mrs. Smith

Michigan - Mr. Gibson

New Hampshire - Mr. Davie

New Jersey - Mr. Greer

New York - Miss Papert, Mr. Herzberger,
Mr. Schmidt

Pennsylvania - Mrs. Morrow, Mr. Boal

Rhode Island - Mrs. Ackroyd, Mr. Connolly

Labor Dept.

Labaree, Lenroot, Jay, McConnell (& 2 others)

Davenport, McComb, Seitz,

Miss Buchanan (for Mrs. Beyer)

Miss Skau, Miss Domann, Wilcox's office

File copy

March 8, 1943

Mr. James M. Reese
Labor Commission
Equitable Building
Ninth and Market Streets
Wilmington, Delaware

My dear Mr. Reese:

I am enclosing a copy of the agenda for the Secretary's Conference on the Employment of Women in War Industries.

You will note that on Thursday evening, March 11, 1943, there is to be a dinner at 7:00 at 2400 Sixteenth Street, N. W. The price will be $2.50. We will appreciate it very much, if you can let us know in advance how many members of your staff would like to have reservations for the dinner. We are looking forward to seeing you at the conference.

Sincerely yours,

Enclosure
MA:LS:
MRG

Mary Anderson, Director.

This letter was sent to the following people:

1. Reese, Del.
2. Atwood, D. C.
3. Pohlhaus, Md.
4. Moriarty, Mass.
5. Tochey, N. J.
6. Strain, Ohio
7. Connolly, R. I.
8. Taylor, Maine
9. Gibson, Mich.
10. Davis, N. H.
11. Marconnier, N. Y.
12. Papert, N. Y.
13. Herzberger, N. Y.
14. Morrow, Pa.
15. Boal, Pa.

JESSE W. TAYLOR
COMMISSIONER

CARL T. RUSSELL
DEPUTY COMMISSIONER

STATE OF MAINE
DEPARTMENT OF LABOR AND INDUSTRY
AUGUSTA

WOMEN'S BUREAU
MAR 10
DEPARTMENT OF LABOR

March 8, 1943

Hon. Frances Perkins, Secretary
United States Department of Labor
Washington, D. C.

Dear Madam Secretary:

I have changed my plans and will be present Thursday morning at the conference.

I have wired for a reservation at the Hotel Raleigh.

Yours very truly,

J. W. Taylor

COMMISSIONER OF LABOR

JWT/H

RECEIVED
OFFICE OF SECRETARY OF LABOR
MAR 9 - 1943
AM 9|10|11|12|1|2|3|4|5|6 PM

Form WH-2 (Rev.) (7-40)

U. S. DEPARTMENT OF LABOR
WAGE AND HOUR DIVISION

TRANSMITTAL SLIP

To: Miss Anderson

From: Wm. R. McComb

Date 3/8/43

Remarks:

Attached is a supplemental list of the people to whom invitations should be sent.

For:

- ☐ Approval.
- ☐ Signature.
- ☐ Recommendation.
- ☐ Remark.
- ☐ Information.
- ☐ To check.
- ☐ Previous papers.
- ☐ File.
- ☐ Prepare reply.
- ☐ See me.
- ☐ Necessary action.
- ☐ Note and return.

GPO 16—19661

Labor Standards Section
Industrial Personnel Division
War Department

✓ Mr. J. T. Mitchell
Chief, Industrial Personnel Division
War Department

✓ Mr. Ralph J. Cordiner
Vice Chairman, War Production Board
Room 5027, Social Security Building

✓ Colonel ~~Paul P. Logan~~ Walter
Assistant Chief of Subsistence Branch
Office of the Quartermaster General
Room 1091, Temporary Building "B"
War

✓ Colonel Irving A. Duffy (will bring another man with him)
Office of the Chief of Ordnance
Rm 4-E-391 Pentagon Bldg

Colonel Albert J. Browning
Office Services of Supply
War Department
Room 5 D 675
Pentagon Building

Colonel John D. O'Gara
Chief, Labor Branch
Industrial Personnel Division
War Department

Major S. E. Sufrin
Chief, Labor Standards Section
Industrial Personnel Division
War Department

Mr. Willard Leland
Labor Standards Section
Industrial Personnel Division
War Department

Mr. J. T. Mitchell
Chief, Industrial Personnel Division
War Department

Mr. Ralph J. Cordiner
Vice Chairman, War Production Board
Room 5027, Social Security Building

Colonel ~~Paul P. Logan~~ Walter
Assistant Chief of Subsistence Branch
Office of the Quartermaster General
Room 1091, Temporary Building "B"
War

Colonel Irving A. Duffy (will bring another man with him)
Office of the Chief of Ordnance
Rm 4-E-391 Pentagon Bldg

March 1, 1943

Miss Ethel Erickson
Plankinton House
Milwaukee, Wisconsin

AIR MAIL

Dear Miss Erickson:

The Secretary is having a Conference with the eastern State Departments of Labor on Thursday and Friday of next week, March 11 and 12, in Washington, on the problems of women in war work. We have formulated a tentative agenda, copy of which I am enclosing.

I would like to have you come to Washington, to be here on Monday next, March 8, as I want you to take that part of the program, "Basis for determining jobs women can and cannot safely and efficiently fill." That will need some preparation and therefore I feel you ought to be here on Monday. We also will have to have some mimeographed material on that prepared in advance.

Miss Pidgeon's mother died and was buried today. As you know, she has been ill for a long time.

With best wishes,

Sincerely yours,

Mary Anderson, Director

MA:IS

File

March 9, 1943

Mr. Max D. Kossoris, Chief
Division of Industrial Injuries
Bureau of Labor Statistics
930 F Street, N. W.
Washington, D. C.

My dear Mr. Kossoris:

I am inclosing a copy of the agenda of the Secretary's Conference on the Employment of Women in War Industries. I hope that you will be able to attend. I remember that you told me that you would be out of town on Friday, but you will probably find the Thursday discussion more directly related to the work which you are engaged in at present. As I told you over the telephone, we will be delighted to have you come to the dinner Thursday night and wish that Mrs. Kossoris could also attend. We will be glad to make reservation for you if you will call us.

We have not yet received a copy of your report, and I am very anxious to see it before the meeting on Thursday. Is there any way by which a copy could be rushed to us?

Sincerely yours,

Inclosure
LS:EMG

Louise Stitt, Director,
Division of Minimum Wage.

March 6, 1943

To: Mrs. Beyer

From: Mary Anderson

Re: Secretary's Conference on Women in War Industries

On March 11 and 12, 1943, the Secretary is holding a conference to consider the problems arising from the employment of women in war industries. Labor Commissioners and State officials responsible for enforcing State labor laws for women have been invited from 13 eastern States and the District of Columbia.

The time and place of the meeting are indicated on the attached agenda. We hope very much that you will be able to attend all the sessions and will participate in the general discussions.

A dinner meeting has been arranged for Thursday evening, March 11, at 7 o'clock, to be held at 2400 Sixteenth Street, N. W. Mr. Isador Lubin will speak on his recent trip to England and Mr. A. McD. Gordon, Labor Attache of the British Embassy, will talk on British labor problems. The price of the dinner is $2.50. Please make reservations by Wednesday morning, March 10, with Mrs. Rachel Nyswander, Women's Bureau, Room 1320, Extension 39.

LS:IS

This memorandum was sent to:

Mrs. Beyer ✓
Mr. Dodson ✓
Mr. Fitzgerald ✓
Mr. Hinrichs ✓ + Davenport
Miss Jay ✓
Miss La Dame ✓
Miss Lenroot ✓
Mr. McComb ✓
Mr. Steelman ✓
Solicitor (Mr. Levy)
Miss Thompson ✓
Mr. Tracy ✓
Mr. Walling
Mr. Zimmer ✓
Miss McConnell ✓

Also Mary Solicitor's office Mr Levy
Frederickson, Ch. Sec. ✓
also Peter Leitz, Amer.

Files

March 9, 1943

MEMORANDUM

To: Mr. Davenport

From: Mary Anderson

Re: Secretary's Conference on Women in War Industries

On March 11 and 12, 1943, the Secretary is holding a conference to consider the problems arising from the employment of women in war industries. Labor Commissioners and State officials responsible for enforcing State labor laws for women have been invited from 13 eastern States and the District of Columbia.

The time and place of the meeting are indicated on the attached agenda. We hope very much that you will be able to attend all the sessions and will participate in the general discussions.

A dinner meeting has been arranged for Thursday evening, March 11, at 7 o'clock, to be held at 2400 Sixteenth Street, N. W. Mr. Isador Lubin will speak on his recent trip to England and Mr. A. McD. Gordon, Labor Attache of the British Embassy, will talk on British labor problems. The price of the dinner is $2.50. Please make reservations by Wednesday morning, March 11, with Mrs. Rachel Nyswander, Women's Bureau, Room 1320, Extension 39.

March 9, 1943

To: Mr. Robert T. Amis
Room 3114

From: Mary Anderson

Re: Secretary's Conference on Women in War Industries

On March 11 and 12, 1943, the Secretary is holding a conference to consider the problems arising from the employment of women in war industries. Labor Commissioners and State officials responsible for enforcing State labor laws for women have been invited from 13 eastern States and the District of Columbia.

The time and place of the meeting are indicated on the attached agenda. We hope very much that you will be able to attend all the sessions and will participate in the general discussions.

A dinner meeting has been arranged for Thursday evening, March 11, at 7 o'clock, to be held at 2400 Sixteenth Street N.W. Mr. Isador Lubin will speak on his recent trip to England and Mr. A. McD. Cordon, Labor Attache of the British Embassy, will talk on British labor problems. The price of the dinner is $2.50. Please make reservations by Wednesday morning, March 11, with Mrs. Rachel Nyswander, Women's Bureau, Room 1320, Extension 39.

MA:IS

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926
10—1723

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM U. S. Department of Labor

BUREAU Women's Bureau

CHG. APPROPRIATION Salaries & Expenses, 1943, Women's Bureau

GOVERNMENT PRINTING

TELEGRAM

March 9, 1943

File

Mr. Forrest H. Shuford, Commissioner
Department of Labor
Raleigh, North Carolina

Secretary holding conference of Commissioners of eastern States to consider labor standards for women. In view of pending legislation in North Carolina think it important that you also attend.

Mary Anderson, Director.

March 1, 1943

Mrs. Margaret F. Ackroyd, Chief
Division of Women and Children
Department of Labor
Providence, Rhode Island

My dear Mrs. Ackroyd:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage

Inclosures
LS:EBG

February 26, 1943

MEMORANDUM

To: Miss LaDame (Room 3136)

From: Miss Anderson

Re: Letter of Invitation to Secretary's Conference on Women Workers

I am attaching a copy of a draft letter of invitation to the Secretary's Conference. If you have any suggestions we will be glad to incorporate them and prepare the letters for the Secretary's signature.

March 1, 1943

MEMORANDUM

To: Miss LaDame

From: Mary Anderson

Re: Secretary's Conference on Women in War Industries

Attached you will find the letters which have been prepared for the Secretary's signature inviting labor commissioners to attend the Conference on Women in War Industries, March 11 and 12. Because the time is so short, and hotel reservations must be made early, it would be well if these letters could be mailed today.

I presume that you will see that the proper representatives of the War and Navy Departments and the Maritime Commission are invited to the conference. Until the committee meets to pass on the agenda, we will not know for which session of the conference they should be invited.

March 1, 1943

Mrs. Christine G. Beeck, Director
Minimum Wage Division
Department of Labor and Factory Inspection
285 Broad Street
Hartford, Connecticut

My dear Mrs. Beeck:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosures
LS:MNG

March 1, 1943

Miss Marguerite Postles, Assistant
Woman's Labor Division
Labor Commission
Equitable Building
Ninth and Market Streets
Wilmington, Delaware

My dear Miss Postles:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Inclosures
LS:MHC

Louise Stitt, Director,
Division of Minimum Wage

March 1, 1943

Mr. Edward J. Flynn, Supervisor
Bureau of Minimum Wage
Department of Labor
Trenton, N. J.

My dear Mr. Flynn:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosure
LS:MBC

March 1, 1943

Miss Mary M. Wootton, Supervisor
Children's Division
Office of Commissioner of Labor and Statistics
120 West Redwood Street
Baltimore, Maryland

My dear Miss Wootton:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosures
LS:mMC

March 1, 1943

Mrs. Hattie H. Smith, Assistant Commissioner
Department of Labor and Industries
Statehouse
Boston, Mass.

My dear Mrs. Smith:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending shares rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosures
LS:MBG

March 1, 1943

Mrs. Mary Rice Morrow, Director
Bureau of Women and Children
and Hours and Minimum Wages
Department of Labor and Industry
Harrisburg, Penna.

My dear Mrs. Morrow:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosures
LS:MWG

March 1, 1943

Miss Kate Papert, Director
Division of Women in Industry
and Minimum Wage
Department of Labor
80 Centre Street
New York, N. Y.

My dear Miss Papert:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage

Inclosures
LS:MMG

Yellow Conference

March 9, 1943

MEMORANDUM

To: Mrs. Frederickson (Room 7119) C. B.

From: Mary Anderson

Re: Secretary's Conference on Women in War Industries

On March 11 and 12, 1943, the Secretary is holding a conference to consider the problems arising from the employment of women in war industries. Labor Commissioners and State officials responsible for enforcing State labor laws for women have been invited from 13 eastern States and the District of Columbia.

The time and place of the meeting are indicated on the attached agenda. We hope very much that you will be able to attend all the sessions and will participate in the general discussions.

A dinner meeting has been arranged for Thursday evening, March 11, at 7 o'clock, to be held at 2400 Sixteenth Street, N. W. Mr. Isador Lubin will speak on his recent trip to England and Mr. A. McD. Gordon, Labor Attache of the British Embassy, will talk on British labor problems. The price of the dinner is $2.50. Please make reservations by Wednesday morning, March 11, with Mrs. Rachel Nyswander, Women's Bureau, Room 1320, Extension 39.

March 8, 1943
~~March 9, 1943~~

Sells conference

Miss Dorothy Sells, Chief
Personnel Supply Section
Division of Transport Personnel
Office of Defense Transportation
Room 2117, New Post Office Building
Washington, D. C.

My dear Miss Sells:

The Secretary of Labor has called a conference of the labor commissioners of 13 eastern States to consider the problem arising from the unprecedented increase in the employment of women in war industries. We are very anxious that your office be represented. Therefore, in the name of the Secretary I am inviting you to attend the meetings which will be held March 11 and 12, 1943, in Rooms A and B of the Departmental Auditorium. The first session will begin at 10 o'clock Thursday morning.

The enclosed agenda indicates the general subjects that will be considered at the conference.

On Thursday evening, March 11, at 7 o'clock a dinner is to be held at 2400 Sixteenth Street, N. W. Mr. Isador Lubin, Commissioner, Bureau of Labor Statistics and economic adviser to the President, will speak on his recent trip to England, and Mr. A. McD. Gordon, Labor Attache, British Embassy, will talk on British labor and the war. We will be delighted to have you attend the dinner. The price is $2.50.

Sincerely yours,

Enclosure
MA:LS:MMG

Mary Anderson, Director.

Files
Conference

March 9, 1943

MEMORANDUM

To: Mr. King

From: Mary Anderson

Re: Secretary's Conference on Women in War Industries

On March 11 and 12, 1943, the Secretary is holding a conference to consider the problems arising from the employment of women in war industries. Labor Commissioners and State officials responsible for enforcing State labor laws for women have been invited from 13 eastern States and the District of Columbia.

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M.S:MBG

March 6, 1943

To: Mrs. Beyer

From: Mary Anderson

Re: Secretary's Conference on Women in War Industries

On March 11 and 12, 1943, the Secretary is holding a conference to consider the problems arising from the employment of women in war industries. Labor Commissioners and State officials responsible for enforcing State labor laws for women have been invited from 13 eastern States and the District of Columbia.

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LS:IS

This memorandum was sent to:

- ✓Mrs. Beyer
- ✓Mr. Dodson
- ✓Mr. Fitzgerald
- ✓Mr. Hinrichs
- ✓Miss Jay
- ✓Miss La Dame
- ✓Miss Lenroot
- ✓Mr. McComb
- ✓Mr. Steelman
- ✓Solicitor (Mr. Levy)
- ✓Miss Thompson
- ✓Mr. Tracy
- ✓Mr. Walling
- ✓Mr. Zimmer
- ✓Miss McConnell

U. S. Department of Labor
Washington

Conference on Employment of Women in War Industries
U. S. Department of Labor
Rooms A and B - Departmental Auditorium

March 11 and 12, 1943

Secretary of Labor, Presiding

Thursday

TEN A. M.

Employment Outlook for Women Workers - The Secretary

Discussion - Basis for Determining Jobs Women Can and Cannot Safely and Efficiently Fill - Consultant - Ethel Erickson, Women's Bureau

TWO P. M.

Hours of Work of Women Workers
a. Hours of work and production - Consultant - Max Kossoris, Bureau of Labor Statistics
b. Current legislation relating to hours of women's employment
c. Minimum standards that should be observed in granting exemptions from hour laws for women

SEVEN P. M.

Dinner.....2400 Sixteenth Street

British Labor During the War
Speakers: Isadore Lubin, Commissioner, Bureau of Labor Statistics
A. McD. Gordon, Labor Attache of the British Embassy

Friday

TEN A. M.

Industrial Safety and Health Standards for Women Workers
Consultant - Margaret Mettart, Women's Bureau

TWO P. M.

Adjustments in Home and Factory to Reduce Absenteeism and Increase Production of Women Workers
Consultants - Hazel Frederickson, Children's Bureau
Alice Angus, Women's Bureau

GOVERNMENT OF THE DISTRICT OF COLUMBIA
MINIMUM WAGE AND INDUSTRIAL SAFETY BOARD
AND
EIGHT-HOUR DAY LAW DIVISION
MUNICIPAL CENTER BUILDING
300 INDIANA AVENUE, N. W.
WASHINGTON, D. C.

[redacted], CHAIRMAN
JOHN E. LASKEY
FRED S. WALKER

March 6, 1943

[redacted]
EXECUTIVE SECRETARY
EDWARD J. BUNKER
DIRECTOR OF INDUSTRIAL SAFETY
TELEPHONE: NATIONAL 6000

WOMEN'S BUREAU
MAR
DEPARTMENT OF LABOR

RECEIVED
OFFICE OF SECRETARY OF LABOR
MAR 8 - 1943
AM 9 10 11 12 1 2 3 4 5 6 PM

Honorable Frances Perkins
Secretary, U. S. Department of Labor
Washington, D. C.

Dear Miss Perkins:

I shall be very happy to attend your meetings of March 11th and 12th. Miss Champe also plans to be present. We are grateful for an opportunity to take part in the conference.

Very truly yours,

Mrs. Albert W. Atwood

Mrs. Albert W. Atwood
Chairman

FOR DEFENSE
BUY
UNITED
STATES
SAVINGS
BONDS
AND STAMPS

Miss Stitt

GOVERNMENT OF THE DISTRICT OF COLUMBIA.
MINIMUM WAGE AND INDUSTRIAL SAFETY BOARD
AND
EIGHT-HOUR DAY LAW DIVISION
MUNICIPAL CENTER BUILDING
300 INDIANA AVENUE, N. W.
WASHINGTON, D. C.

Mrs. Albert W. Atwood
CHAIRMAN
JOHN E. LASKEY
FRED S. WALKER

Elizabeth Champe
EXECUTIVE SECRETARY
EDWARD J. BUNKER
DIRECTOR OF INDUSTRIAL SAFETY
TELEPHONE: NATIONAL 6000

March 6, 1943

WOMEN'S BUREAU
MAR 8 1943
DEPARTMENT OF LABOR

Miss Louise Stitt
Director, Minimum Wage Division
Women's Bureau
U. S. Department of Labor
Washington, D.C.

Dear Miss Stitt:

Will you please make a reservation for me for the dinner on Thursday, March 11th. I am very grateful for the opportunity to be present.

Very truly yours,

Elizabeth Champe

Elizabeth Champe
Executive Secretary

EC:mmf

noted BFM



Form WH-2 (Rev.) (7-40)

U. S. DEPARTMENT OF LABOR
WAGE AND HOUR DIVISION

TRANSMITTAL SLIP

To:

Miss Anderson

Room 1307

From:
Wm. R. McComb

Date 3/6/43

For:

- ☐ Approval.
- ☐ Signature.
- ☐ Recommendation.
- ☐ Remark.
- ☐ Information.
- ☐ To check.
- ☐ Previous papers.
- ☐ File.
- ☐ Prepare reply.
- ☐ See me.
- ☐ Necessary action.
- ☐ Note and return.

Remarks:

These are the people I have invited to the dinner thus far. There may be others later but I will advise you.

GPO 16—19061

...d by Capt. T. J. Sullivan

...nd

...ir

...Pentagon Building

✓ ✓ ~~Mr. Fowler V. Harper, Deputy~~ Chairman rep by Charlotte Carr
War Manpower Commission
Room 5238, Social Security Building

✓ Captain Morton L. King, U.S.N.
Purchase Division
Bureau of Supplies and Accounts
Temporary Building "I", Room 1004
Navy Department

✓ ✓ Rear Admiral C. W. Fisher, U.S.N.
Room 2030
Navy Department

✓ ✓ ~~Colonel W. F. Volandt~~ Represented by Capt. T. J. Sullivan
Assistant Chief of Staff
Headquarters of the Materiel Command
Pentagon Building

✓ Mr. Jack Ohly, Attorney
Labor Relations Division
Office of the Under Secretary of War
Pentagon Building

✓ ✓ ~~Mr. Fowler V. Harper, Deputy Chairman~~ rep. by Charlotte Carr
War Manpower Commission
Room 5238, Social Security Building

Coming to dinner

Lubin
Gordon
Perkins

War Dept

Col. O'Gara

Col. Browning, with Mrs. Yates, (possibly Maj Vaughn)

possible Lt. Col. Walker and 1 other

Defense Transportation - Dorothy Dells
War Production Board - Mrs. Lee Stanley

War Manpower Commission - Charlotte Carr,
Mary Brewster White (guest of Mrs V R)

D.C. - Elizabeth Champe
Md - Polhaus, Bloom
Mass - Mrs. Smith
Mich - Gibson
N.H. - Davie
N.J. - Greer
N.Y. - ~~Kate~~ Papert, Hertzberger, Schmidt
Penn. - Mrs. Morrow, Boal
R.I. - Mrs. Ackroyd, Connolly

Labor Dept - LaDame, Jay, Leuroot, McConnell (with 2 others),
Davenport, McComb, Deitz, Miss Shaw, Miss Domann
Miss Buchanan (for Mrs. Beyer) from Wilcox' office

STATE OF MICHIGAN
MURRAY D. VAN WAGONER, Governor
DEPARTMENT OF LABOR AND INDUSTRY
LANSING

JOHN W. GIBSON, CHAIRMAN
COMMISSIONER OF LABOR

March 5, 1943

WOMEN'S BUREAU
MAR 13 1943
DEPARTMENT OF LABOR

RECEIVED
OFFICE OF SECRETARY OF LABOR
MAR 8 - 1943
AM 9|10|11|12|1|2|3|4|5|6 PM

Honorable Frances Perkins
Secretary of Labor
U. S. Department of Labor
Washington, D. C.

Dear Madame Perkins:

I am in receipt of your communication of March 1 and I shall be present at the conference to be held on March 11 and 12 for the purpose of considering the problems to be confronted in the vast program of women in industry.

Thanking you for your kind invitation, I am

Very truly yours,

John W. Gibson

Commissioner

JWGbh

State of New Hampshire

Office of

Bureau of Labor

Concord, N. H.

JOHN S. B. DAVIE
LABOR COMMISSIONER

WOMEN'S BUREAU
MAR 1 0 1943
DEPARTMENT OF LABOR
RECEIVED
OFFICE OF SECRETARY OF LABOR
MAR 8 - 1943
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March 5, 1943

File No.

Hon. Frances Perkins, Secretary
U. S. Department of Labor
Washington, D. C.

My dear Secretary Perkins:

Referring to your letter of March 1st am pleased to inform you I expect to attend the conference to be held next Thursday and Friday, March 11th and 12th, unless something unforeseen occurs.

Sincerely yours,

John S. B. Davie

D/M

Labor Commissioner.

STATE OF NEW YORK
DEPARTMENT OF LABOR
ALBANY

NEW YORK OFFICE, NO. 80 CENTRE STREET

MICHAEL J. MURPHY
DEPUTY INDUSTRIAL COMMISSIONER

WOMEN'S BUREAU
MAR 8 1943
DEPARTMENT OF LABOR

NEW YORK, March 5, 1943

RECEIVED
OFFICE OF SECRETARY OF LABOR
MAR 6 - 1943
AM 9 10 11 12 1 2 3 4 5 6 PM

Honorable Frances Perkins
Secretary of Labor
Washington, D. C.

Dear Miss Perkins:

I wish to thank you for the invitation to attend the conference which is to be held on March 11th and 12th, and I have arranged for both Miss Papert and Mr. Hertzberger to be present; and possibly one or two others in the Department, if that will be agreeable to you.

I regret that because of some prior appointments and commitments I do not believe that I can attend personally.

Very truly yours,

Michael J. Murphy
Acting Industrial Commissioner

MJM:LH

British Embassy,
Washington, D.C.,
March 4, 1943.

Dear Miss Perkins,

Thank you very much, indeed, for so kindly inviting me to conferences of your State Labor Commissioners on Thursday and Friday, March 11th and 12th and also to a dinner meeting on Thursday, March 11th. I have much pleasure in accepting and if I can help in any way during the discussion on Thursday I shall be very willing to do so.

Yours sincerely,

A.D. Cadogan.

Miss Anderson's desire

Miss Frances Perkins,
Secretary of Labor,
U.S. Department of Labor,
Washington, D.C.

THOMAS CLAYTON FRAME
DOVER, CHAIRMAN
JAMES M. REESE
WILMINGTON
WM. J. McCLAFFERTY, JR.
WILMINGTON
LEON H. RYAN
NEWARK
MRS. SALLIE ROBINSON
SEAFORD
MARGUERITE POSTLES
SECRETARY

State of Delaware

INSPECTORS
JOHN A. GRANT
CHIEF
(CHILD LABOR DIVISION)
MARGUERITE POSTLES
ASSISTANT
(WOMEN'S LABOR DIVISION)



WOMEN'S BUREAU
MAR 3 1943
DEPARTMENT OF LABOR

Labor Commission of Delaware

Wilmington, Delaware

March 4, 1943.

RECEIVED
OFFICE OF SECRETARY OF LABOR
MAR 5 - 1943
AM PM
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Hon. Frances Perkins,
Secretary of Labor,
Washington, D. C.

Dear Madam Secretary:

Receipt is acknowledged of your letter of March 1st, inviting me to attend a conference in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11th and 12th.

Please be advised that I expect to attend this conference.

I have also asked Miss Marguerite Postles of our Women's Labor Division to attend this conference, and if it is possible for her to do so, she will be present.

Yours very truly,

James M. Reese

James M. Reese,
1009 Clayton Street,
Wilmington, Delaware.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
HARRISBURG

THE SECRETARY

March 4, 1943

WOMEN'S BUREAU
MAR 8 1943
DEPARTMENT OF LABOR

RECEIVED
OFFICE OF SECRETARY OF LABOR
MAR 8 - 1943
AM PM
9 10 11 12 1 2 3 4 5 6

Honorable Frances Perkins
Secretary of Labor
Washington, D. C.

Dear Miss Perkins:

Receipt of your letter of the 1st is acknowledged inviting the Department of Labor and Industry of Pennsylvania to participate in a discussion of questions concerning certain problems affecting the employment of women and children, Thursday and Friday, March 11 and 12. It affords me pleasure to inform you that Honorable Frank K. Boal, Deputy Secretary of the Department, together with Mrs. Mary R. Morrow, Director of the Bureau of Women and Children, will attend this meeting.

Due to administrative matters in the Department and the present sitting of our Legislature, unfortunately I will be unable to attend personally.

Thanking you for the invitation to participate, I am

Sincerely yours,

William H. Chesnut
Secretary of Labor and Industry

WHC:Y:lr

State of Rhode Island and Providence Plantations

Department of Labor

State House, Providence

10

WILLIAM L. CONNOLLY
DIRECTOR

March 4, 1943

WOMEN'S BUREAU
MAR 8 1943
DEPARTMENT OF LABOR

RECEIVED
OFFICE OF SECRETARY OF LABOR
MAR 8 - 1943
AM 9|10|11|12|1|2|3|4|5|6 PM

Hon. Frances Perkins
Secretary of Labor
Department of Labor
Washington, D. C.

Dear Madam Secretary:

This is in reply to your communication of February 26, 1943, inviting me to attend a conference in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12.

I am planning to be in Washington for this conference and am looking forward to it with interest. Mrs. Ackroyd, Chief of the Women and Children's Division is also planning to attend the conference.

Sincerely yours,

William L. Connolly

William L. Connolly
Director of Labor

WLC/b

NEW YORK 80 Centre St. | ALBANY State Office Bldg. | BUFFALO State Office Bldg. | ROCHESTER 70 Exchange St. | SYRACUSE 214 So. Warren St. | UTICA 106 Foster Bldg. | BINGHAMTON 502 Press Bldg.

STATE OF NEW YORK

DEPARTMENT OF LABOR

New York City
March 3, 1943

WOMEN'S BUREAU
MAR 5 1943
DEPARTMENT OF LABOR

Miss Louise Stitt, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Stitt:

I hope very much that I shall be able to attend the Secretary's Conference on Women in War Industries to be held in Washington, March 11 and 12.

Sincerely yours,

Kate Papert

Kate Papert, Director
Division of Women in Industry
and Minimum Wage

KP:MD

JOHN M. POHLHAUS
COMMISSIONER

MARGARET W. KIMBLE
ADMINISTRATIVE ASSISTANT

COMMISSIONER OF LABOR AND STATISTICS
120 WEST REDWOOD STREET
BALTIMORE, MD.

RECEIVED
OFFICE OF SECRETARY OF LABOR
MAR 3 - 1943
AM PM
9 10 11 12 1 2 3 4 5 6

March 2, 1943

The Honorable Frances E. Perkins
Secretary of Labor
Washington, D. C.

Dear Madam Perkins:

Replying to your letter of March 1st, inviting part of my staff and myself to attend the conference at the Labor Department, March 11 and 12, relating to the enforcement of female hour laws, I am pleased to inform you that Mr. William D. Bloom, Chief Inspector, and not Miss Wootton, who has nothing to do with the enforcement of the female hour laws, will attend this conference with me.

Respectfully yours,

J. M. Pohlhaus

Commissioner

WOMEN'S BUREAU
MAR 3 1943
DEPARTMENT OF LABOR

File

March 1, 1943

MEMORANDUM

To: Miss LaDame

From: Mary Anderson

Re: Secretary's Conference on Women in War Industries

Attached you will find the letters which have been prepared for the Secretary's signature inviting labor commissioners to attend the Conference on Women in War Industries, March 11 and 12. Because the time is so short, and hotel reservations must be made early, it would be well if these letters could be mailed today.

I presume that you will see that the proper representatives of the War and Navy Departments and the Maritime Commission are invited to the conference. Until the committee meets to pass on the agenda, we will not know for which session of the conference they should be invited.

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

February 27, 1943



To: Miss Anderson

From: Mary LaDame MLL

Attached is the letter as approved for the signature of the Secretary to be addressed to Labor Commissioners who are to be invited to the conference on March 11 and 12.

Attachment

March 1, 1943

Mrs. Christine G. Beeck, Director
Minimum Wage Division
Department of Labor and Factory Inspection
285 Broad Street
Hartford, Connecticut

My dear Mrs. Beeck:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming,

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosures
LS:MNG

March 1, 1943

Miss Marguerite Postles, Assistant
Woman's Labor Division
Labor Commission
Equitable Building
Ninth and Market Streets
Wilmington, Delaware

My dear Miss Postles:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Inclosures
LS:MG

Louise Stitt, Director,
Division of Minimum Wage

March 1, 1943

Miss Kate Papert, Director
Division of Women in Industry
and Minimum Wage
Department of Labor
80 Centre Street
New York, N. Y.

My dear Miss Papert:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage

Inclosures
LS:[illegible]

March 1, 1943

Mrs. Mary Rice Morrow, Director
Bureau of Women and Children
and Hours and Minimum Wages
Department of Labor and Industry
Harrisburg, Penna.

My dear Mrs. Morrow:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosures
LS:MMC

March 1, 1943

Mrs. Hattie H. Smith, Assistant Commissioner
Department of Labor and Industries
Statehouse
Boston, Mass.

My dear Mrs. Smith:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosures
LS:MHG

March 1, 1943

Miss Mary M. Wootton, Supervisor
Children's Division
Office of Commissioner of Labor and Statistics
120 West Redwood Street
Baltimore, Maryland

My dear Miss Wootton:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosures
LS:MMG

March 1, 1943

Mr. Edward J. Flynn, Supervisor
Bureau of Minimum Wage
Department of Labor
Trenton, N. J.

My dear Mr. Flynn:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosure
LS:MBC

March 1, 1943

Mrs. Margaret F. Ackroyd, Chief
Division of Women and Children
Department of Labor
Providence, Rhode Island

My dear Mrs. Ackroyd:

The Secretary's Conference on Women in War Industries is to be held in Washington, March 11 and 12, 1943. I am inclosing a carbon of the Secretary's letter to the Commissioner inviting him and you to be present. I hope nothing will prevent your coming.

Hotel accommodations will be difficult to secure, and I suggest that you write immediately. The Secretary of the Hotel Association urged that people attending share rooms. If you want to make such arrangements I am inclosing a list of the women invited.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage

Inclosures
LS:MBG

February 26, 1943

Mr. William L. Connolly
Director of Labor
Department of Labor
Providence, Rhode Island

My dear Mr. Connolly:

It is obvious that within the next twelve months we will witness an unprecedented increase in the number of women employed by industry, and that the problems arising from this increase will be among the most pressing facing labor administrators. So many questions are received by the Women's Bureau and other divisions of the Labor Department concerning approved practices and proper standards for women workers, that it seems to me wise to call a conference of State labor officials, so that those of us who are jointly responsible for the welfare of this new group of workers may confer together about policy and practice. I invite you, therefore, to attend a conference to be held at the Labor Department, Room 3135, Washington, March 11 and 12, 1943, the first session of which will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of the maximum benefit to all, it seems best to confine the present conference to the eastern section of the United States, where industrial conditions are more or less homogeneous. We would like to have the benefit not only of your experience but of that of the members of your staff directly responsible for the enforcement of labor laws for women, therefore, we would be very glad if Mrs. Ackroyd also could attend the meeting.

I am assured by the Washington Hotel Association that hotel accommodations will be available. I urge you, however, to make reservations immediately and suggest that you refer in your letter to the labor conference which you are coming to Washington to attend.

We will welcome suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you. An early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

March 1, 1943

Mr. George A. Strain, Director
Department of Industrial Relations
State Office Building
Columbus, Ohio

My dear Mr. Strain:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous. We would like to have the benefit not only of your experience but of that of the members of your staff directly responsible for the enforcement of labor laws for women. Accordingly, we would be very glad if Mr. Henry Schmidt and Mr. Ralph H. Shellhouse also could attend the meeting.

The Washington Hotel Association has given us assurance that hotel accommodations will be available. We urge you, however, to make reservations immediately referring in your letter to the labor conference which you are to attend.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

FF:F.'s:LM:eMC

March 1, 1943

Mr. John S. B. Davie, Commissioner
Bureau of Labor
Concord, N. H.

My dear Mr. Davie:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous.

The Washington Hotel Association has given us assurance that hotel accommodations will be available. We urge you, however, to make reservations immediately referring in your letter to the labor conference which you are to attend.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

FPK:S:kmg

March 1, 1943

Mr. John J. Toohey, Jr., Commissioner
Department of Labor
Trenton, N. J.

My dear Mr. Toohey:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous. We would like to have the benefit not only of your experience but of that of the members of your staff directly responsible for the enforcement of labor laws for women. Accordingly, we would be very glad if Mr. Flynn and Mr. Krueger also could attend the meeting.

The Washington Hotel Association has given us assurance that hotel accommodations will be available. We urge you, however, to make reservations immediately referring in your letter to the labor conference which you are to attend.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

FW:LSmBG

March 1, 1943

Mr. Michael J. Murphy
Acting Commissioner
Department of Labor
80 Centre Street
New York, N. Y.

My dear Mr. Murphy:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous. We would like to have the benefit not only of your experience but of that of the members of your staff directly responsible for the enforcement of labor laws for women. Accordingly, we would be very glad if Miss Papert and Mr. Herzberger also could attend the meeting.

The Washington Hotel Association has given us assurance that hotel accommodations will be available. We urge you, however, to make reservations immediately referring in your letter to the labor conference which you are to attend.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

FW:LMcMG

March 1, 1943

Mr. William M. Chestnut, Secretary
Department of Labor and Industry
Harrisburg, Penna.

My dear Mr. Chestnut:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous. We would like to have the benefit not only of your experience but of that of the members of your staff directly responsible for the enforcement of labor laws for women. Accordingly, we would be very glad if Mrs. Morrow and Mr. Immel also could attend the meeting.

The Washington Hotel association has given us assurance that hotel accommodations will be available. We urge you, however, to make reservations immediately referring in your letter to the labor conference which you are to attend.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

FPL:TMK

March 1, 1943.

Mr. James T. Moriarty, Commissioner,
Department of Labor and Industries,
Statehouse, Boston, Mass.

My dear Mr. Moriarty:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be heldoat the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous. We would like to have the benefit not only of your experience but of that of the members of your staff directly responsible for the enforcement of labor laws for women. Accordingly, we would be very glad if Mrs. Hattie H. Smith and Mr. William H. Wellen also could attend the meeting.

The Washington Hotel Association has given us assurance that hotel accommodations will be available. We urge you, however, to make reservations immediately referring in your letter to the labor conference which you are to attend.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

FP/MA/nb

March 1, 1943.

Mr. John W. Gibson, Commissioner,
Department of Labor and Industry,
630 State Office Building,
Lansing, Michigan.

My dear Mr. Gibson:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous.

The Washington Hotel Association has given us assurance that hotel accommodations will be available. We urge you, however, to make reservations immediately referring in your letter to the labor conference which you are to attend.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

FP/LS/nb

March 1, 1943.

Mr. John M. Pohlhaus, Commissioner,
Office of Commissioner of Labor and Statistics,
120 West Redwood Street,
Baltimore, Md.

My dear Mr. Pohlhaus:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous. We would like to have the benefit not only of your experience but of that of the members of your staff directly responsible for the enforcement of labor laws for women. Accordingly, we would be very glad if Miss Mary M. Wooten also could attend the meeting.

The Washington Hotel Association has given us assurance that hotel accommodations will be available. We urge you, however, to make reservations immediately referring in your letter to the labor conference which you are to attend.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

FP/LS/nb

March 1, 1943

Mr. Howard E. Armstrong, Commissioner,
Department of Industrial Relations,
Montpelier, Vt.

My dear Mr. Armstrong:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous.

The Washington Hotel Association has given us assurance that hotel accommodations will be available. We urge you, however, to make reservations immediately referring in your letter to the labor conference which you are to attend.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

FP/LS/nb

March 1, 1943.

Mr. Jesse Taylor, Commissioner,
Department of Labor and Industry,
Augusta, Maine.

My dear Mr. Taylor:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous.

The Washington Hotel Association has given us assurance that hotel accommodations will be available. We urge you, however, to make reservations immediately referring in your letter to the labor conference which you are to attend.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

FP/LS/nb

March 1, 1943

Mr. James M. Reese
Labor Commission
Equitable Building, Ninth
and Market Streets
Wilmington, Delaware

My dear Mr. Reese:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous. We would like to have the benefit not only of your experience but of that of the members of your staff directly responsible for the enforcement of labor laws for women. Accordingly, we would be very glad if Miss Marguerite Postles could also attend the meeting.

The Washington Hotel Association has given us assurance that hotel accommodations will be available. We urge you, however, to make reservations immediately referring in your letter to the labor conference which you are to attend.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

[illegible]

March 1, 1943

Mrs. Sarah Pratt Atwood, Chairman
Minimum Wage and Industrial Safety Board
300 Indiana Avenue, N. W.
Washington, D. C.

My dear Mrs. Atwood:

Within the next twelve months an unprecedented number of women will be employed by industry. Problems arising from this employment will be among the most pressing facing labor administrators. So many questions concerning these problems are being received by the Women's Bureau and other divisions of the Labor Department, that it seems wise to consider with State labor officials policies and practices involved. We invite you, therefore, to attend a conference here in Washington to be held at the Labor Department, Room 3135, Thursday and Friday, March 11 and 12. The first session will begin at 10 o'clock Thursday morning.

In order that our discussions may be informal and of maximum benefit, this conference will be confined to the eastern section of the United States, where industrial conditions are more or less homogeneous. We would like to have the benefit not only of your experience but of that of the members of your staff directly responsible for the enforcement of labor laws for women. Accordingly, we would be very glad if Miss Elizabeth Champe also could attend the meeting.

Suggestions from you concerning matters that should be discussed and ways by which the conference can be made most useful to you will be very welcome. Also, an early reply will enable us to complete necessary arrangements and will be very much appreciated.

Sincerely yours,

??:D:MMG

LIST

1. Mrs. Margaret F. Ackroyd, Chief
   Division of Women and Children
   Department of Labor
   Providence, Rhode Island

2. Mrs. Christine G. Beeck, Director
   Minimum Wage Division
   Department of Labor and Factory
   Inspection
   285 Broad Street
   Hartford, Connecticut

3. Miss Marguerite Postles, Assistant
   Woman's Labor Division
   Labor Commission
   Equitable Building
   Ninth and Market Streets
   Wilmington, Delaware

4. Miss Kate Papert, Director
Division of Women in Industry and Minimum Wage
   Department of Labor
   80 Centre Street
   New York, N. Y.

5. Mrs. Mary Rice Morrow, Director
   Bureau of Women and Children
   and Hours and Minimum Wages
   Department of Labor and Industry
   Harrisburg, Penna.

6. Mrs. Hattie H. Smith, Assistant Commissioner
   Department of Labor and Industries
   Statehouse
   Boston, Mass.

7. Miss Mary M. Wootton, Supervisor
   Children's Division
   Office of Commissioner of Labor and Statistics
   120 West Redwood Street
   Baltimore, Md.

I did not receive the memo to the Secy preceding this, if there was one.

M J.

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

JAN - 9 1943

...N'S BUREAU
JAN 9 - 1943
...TMENT OF LABOR

MEMORANDUM

From: The Secretary

To: Miss Anderson

Your suggestion that a regional conference be called on employment problems of women in war industries is I think excellent. In view, however, of the significance at this time to the entire Department of problems affecting the employment of women, it would be well, I think:

1. To have the conference held in Washington
2. To hold it as soon as practicable but preferably after the appointment of any new State Labor Commissioners
3. To invite the Commissioners of Labor of the States to be represented as well as the individuals whom you have listed
4. To invite representatives from Bureaus in the Department concerned in any way with the problem as well as representatives of the Office of the Secretary
5. To invite the War and Navy Departments and the War Manpower Commission each to send a representative
6. To have the Secretary of Labor preside
7. To consider this conference experimental as a basis possibly for calling such other regional conferences

Will you go forward with preparation of the agenda and let me see it before final publication.

Frances Perkins

DEPARTMENT OF LABOR
Office of the Secretary
Washington

January 9, 1943

MEMORANDUM

From: The Secretary

To: Miss Anderson

Your suggestion that a regional conference be called on employment problems of women in war industries is I think excellent. In view, however, of the significance at this time to the entire Department of problems affecting the employment of women, it would be well, I think:

1. To have the conference held in Washington
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6. To have the Secretary of Labor preside
7. To consider this conference experimental as a basis possibly for calling such other regional conferences

Will you go forward with preparation of the agenda and let me see it before final publication.

(Signed) Frances Perkins

file

AGENDA FOR CONFERENCE ON WOMEN IN WAR INDUSTRIES

March 11 and 12, 1943

March 11

Morning Session 10:00 a. m.

1. Registration 10:00 - 10:30
2. Secretary's opening remarks, 10:30 - 11:00
   a. Employment outlook for women workers (B. L. S.)
3. Basis for determining jobs women can and cannot safely and efficiently fill, 11:00 - 12:30

Afternoon Session 1:30 p.m.

1. Labor legislation for women, 1:30 - 3:00
   a. Current legislative problems
   b. Standards that should be maintained in issuing exemptions from existing labor laws for women
2. Conference with representatives of War and Navy Departments and Maritime Commission, 3:00 - 5:00

Evening - Dinner 7:00

Isadore Lubin

March 12

Morning Session 10:00 a.m.

1. Safety

Afternoon Session 2:00 p.m.

1. Absenteeism and turnover
2. Means of reducing woman's double job of factory work and home care

CONFERENCE ON WOMEN IN INDUSTRY

March 11 and 12, 1943

I. Material to be prepared by Women's Bureau for the conference.

1. Current problems in connection with labor laws for women.

2. Basis for determining jobs women can and cannot safety and efficiently fill.

3. Safety

a. Hazards that must be guarded against caused by

(1) Substances
(2) Machines, equipment or processes
(a) Mercury lamps
(b) X-Ray equipment, etc.
(3) Lifting
(4) Conditions under which work must be performed
(a) Excessive heat
(5) Nature of the work
(a) Close, fine work causing eye strain
~~(b) xxxx

6. Night work and rotation of shifts

7. ~~Field agents~~
   a. Those that are to attend the conference
   b. Their contribution
      (1) Jobs women can do
         (a) Basis for determining
      (2) Solutions they have seen in operation for
         (a) Job hazards
         ~~(b) Absenteeism~~
         ~~(c) Turnover~~
         ~~(d) Child care, etc.~~
      (3) Induction methods
      (4) Contribution of women supervisors and personnel officers

8. Exhibits
   a. Photographs
   b. Clothing

II. Meeting of department conference committee - March /.

1. Discuss agenda
2. Agree on standards

III. Material ready for mimeographer by 4:00 p.m., March 6.

1. Material to mimeographer by March 8, 9:00 a.m.
2. Return by noon March 10.

IV. Conference - March 11 and 12
1. Room 3135
2. Time - 10:00 a.m., March 11

AAFMC-820-WF-12-2-42-200M

ARMY AIR FORCES
MATERIEL CENTER
CENTRAL PROCUREMENT DISTRICT
OFFICE OF THE DISTRICT SUPERVISOR

TJS:ebs

8505 W. WARREN AVE.,
DETROIT, MICHIGAN

WOMEN'S BUREAU
APR 8 1943
DEPARTMENT OF LABOR

April 6, 1943.

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Madam:

Returned herewith are transcribed notes containing comments by myself which I have read and corrected.

Very truly yours,

THOMAS J. SULLIVAN, Sr.
Captain, Air Corps
Asst. District Labor Relations Officer

Encl.

Corrected
Transcribed
Notes

I saw Admiral Fisher here but he just left and probably will come back. I wonder if Captain Sullivan wouldn't tell us a little something about women in war industries.

Captain Sullivan. I just jotted down a note at the end of Miss Erickson's very interesting talk about women. There is one very important thing that she didn't touch on at all, although I confess she covered the aircraft industry pretty well; that is women in slow-downs in industry. The women have learned their trades pretty rapidly; particularly they have learned to organize, learned to make their power and influence felt in their union organizations. I find they are even top committee men on the bargaining committees. ~~In many cases they keep picnics in plants~~. They have also learned how to improve their working conditions by fair means as well as what we who are responsible for war production consider ~~foul~~ UNFAIR.

We have had in several vital facilities slow-downs that were traced to women, whom we had to bar from war production work. But to get back to the better side of it, women are doing a remarkable job in airdraft. I have five extremely important facilities, formerly automotive, now engaged in aircraft, and whom I will not name, but I think it is interesting to find that on aircraft work No. 1 plant now has 45 percent of all employees ~~on aircraft work~~ who are women, and on projected employment, 70 percent. We hope to reach that within six months. These figures are based on a projection of six months. IN AVIATION.

No. 2, where 38 percent of all workers are women, we hope to boost to 50. No. 3, 16 percent, going up to 40; No. 4, 16 percent and we haven't projected that figure yet; No. 5 happens to be one of the most

Obrid - California
Sullivan

important aircraft facilities in the Nation; 35 percent, presently projected to between 60 and 80 percent; which shows the confidence that the aircraft manufacturers have in women employees. They are doing an excellent job and they are covering a very wide range. In one plant I found two 90-pounders who were squaring the ends of 4-foot helical coil springs. I don't think we can measure women's strength by their size. I know these women did not weigh more than 90 pounds, working as a team and under difficult conditions, NEAR annealing furnaces where temperatures were high. They were working on grinders, squaring the ends of these 4-foot, about 3-inch diameter springs, which is quite a heavy job for a man, and they were doing it very well.

There is another job that Miss Erickson didn't mention, I believe, which is important in the aircraft industry, and that is the spraying and doping of airframes, that is being done by women. They are also engaged in extremely vital inspection work, such as Magnaflux and spectroscopic, and doing a good job. I believe Miss Erickson mentioned the hydraulic press work. I have seen 32 women on a huge hydraulic, 8 to a table. These tables come in from either side, one at a time, of course, the women setting up light metal air frame parts, FOR forming on these huge hydraulic presses, and they were clicking very well on the job.

There is one large facility in Detroit that is going to be doubled up and in order to double up in this expansion program we are going to require 22,000 additional workers in this plant and only 3500 of those are men. The rest will be women.

There is another smaller facility there with a total of 2800 employees and 80 percent are women. The central DISTRICT of the Air Force covers 16

Abed - Capt. Sullivan

States. Of course the heart of the district is the Detroit area and that is where most of our LABOR RELATIONS work is done. However, the employment of women in industry is general throughout the central district and I find that in Memphis, Cleveland, St. Louis ~~where from~~ 30 to 50 percent of total employees, ranging from 7,000 to 9,000, ~~are women in those cities~~ on aircraft work, ARE WOMEN and they are doing not only the air frame work, they are doing aircraft engine work. I don't suppose a man should discuss this rather vital problem of women working in industry, but this survey ON CHILD NURSERIES was not made by a man; it was made by a woman, a newspaper woman we have on our staff in Detroit, ~~on child nurseries~~ and we have some very interesting information here on what is being done to take care of the children when the men go to war and the women get into the production trenches behind them.

The children are going into nurseries and the contractors or employers are taking forward steps in organizing nurseries in a number of midwestern cities to take care of that problem.

Miss Anderson. Thank you very much. I wonder if some of the commissioners of labor from the States would like to ask some of the military here some questions in regard to women's employment, or tell us something of their own as far as women's employment is concerned. I wonder if Mrs. Ackroyd from Rhode Island wouldn't like to say a few words.

Mrs. Ackroyd. Well, we are using women more and more, just as they are in other sections. We did have a tremendous amount of unemployment in Rhode Island so that our official figures for employment don't show the accelerated trend as we know it exists, as yet, but we, too, have set up - I think we are the first State to have a State-wide basis for our day care of the children.

Okad - Captain Sullivan

woman can do. There is really a small proportion of the jobs that are questionable, so you can rule out immediately; then there are the borderline jobs and the borderline jobs are not so many.

Mrs. Ackroyd. I would like to say to Captain Sullivan that in my travels through these plants, where they are putting women on jobs that men have done, I am terribly impressed with the fact that the tempo of the jobs which normally had been men's jobs is far slower than the jobs which women only now perform, and I have concluded that it is much easier to push women and get them to speed up, and they are much less prone to slow down. I was surprised to hear you say anything else. In Rhode Island we have a tremendous number of women normally engaged in the gainful occupations and a very large proportion of them have been in textile work and the textile mills have pushed and pushed and pushed so that a woman on a textile job, which is normally her job, is on the run from the time she goes in until the time she leaves, and in the machine shops on the other hand where they are taking over men's jobs they have a very easy time of it, once they learn their skill. I have been terribly impressed with that change in tempo of it.

Miss Stitt. Do you think it is good?

Mrs. Ackroyd. Much better paying jobs and much easier jobs. I just hope women don't kill the jobs.

Captain Sullivan. I will put straight what I had to say about slowdowns, and bring the New England situation into the picture because our comparisons were made between a plant in Lowell and one in Detroit on canopies for parachutes, and packs. The pack department of this facility

woman can do. There is really a small proportion of the jobs that are questionable, so you can rule out immediately; then there are the borderline jobs and the borderline jobs are not so many.

Mrs. Ackroyd. (Rhode Island) I would like to say to Captain Sullivan that in my trips travels through these plants, where they are putting women on jobs that formerly held by men men have done, I am terribly impressed with the fact that the tempo of the jobs which normally had been are men's jobs is far slower than the tempo of jobs which women only now perform, and I have concluded that it is much easier to push women and get them to speed up, and they are much less than men prone to slow down. I was surprised to hear you say that the contrary is true anything else. In Rhode Island we have a tremendous number of women normally engaged in the gainful occupations, and a very large proportion of them have worked been in textile work and the textile mills mills where they have pushed so hard and pushed and pushed so that a woman on a textile job, which is normally her job, is on the run from the time she goes in the mill until the time she leaves, and In the machine shops on the other hand where they women are taking over men's jobs they have a very easy time of it, once they learn their skill. I have been terribly impressed with that difference change in tempo on men and women's jobs of it.

Miss Sp itt. Do you think it is good?

Mrs. Ackroyd. Much better paying jobs and much easier jobs. I just hope women don't kill the jobs.

Captain Sullivan. I will put straight what I had to say about slowdowns, and bring the New England situation into the picture because our comparisons were made between a plant in Lowell and one in Detroit on canopies for parachutes, and packs. The pack department of this facility

Send to Captain Sullivan

Ok.

Ahead - Capt. Sullivan

employed women; they were on the ball, turning out and doing better jobs than in a comparable plant in Lowell. On the contrary on canopies they were turning out one canopy where in Lowell they were turning out six. Part of that was [redacted] attributable to poor supervision, which was corrected, but most of it to deliberate slow-down in production, which has been corrected, but merely emphasizes the point that women can be as obstinate or perhaps a little more obstinate than men when they make up their minds that they want more pay and are not going to wait for the War Labor Board to consider the merits of the case and hand down a decision. They just stop the sewing machines or slow them down. They have learned the business quickly.

Miss Anderson. Do the women receive the same pay as the men?

Captain Sullivan. In this case they did. That is general in the Detroit area. If I might have another moment on this matter of selection for specific jobs. The reluctance of most employers to put on large numbers of women makes it difficult to sell them the idea of women replacements for men, but you just have to insist. You must go on the premise a woman can do anything a man can do. If you stop short of that then you will meet with employer resistance; not in all plants but in some plants, and the employer may be the best judge but you mustn't let him believe that he is. It is very easy to say, "Fine, here in Jackson you can't do this, but down in Toledo they are doing it with women," and probably they are. That goes a long way toward getting women in and giving them an opportunity to demonstrate they can do the work.

Mrs. Ackroyd. We find that to be true, ~~that the acceptability is~~

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WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON, D. C.

April 5, 1943

Miss Mary Anderson
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

In reply to your letter of March 30, 1943, attaching a transcript of my comments at the Secretary's Conference. I wish to express my appreciation for the opportunity to have made such remarks at the Conference. In fact I found the Conference very interesting and was disappointed that I could not attend the second day.

In view of the fact that the transcript of my comments is rather sketchy in spots, I am attaching another memorandum which was used as the basis for my remarks at the Conference, which would be preferable if such remarks are to be made a part of the written record.

Yours very truly,

Henry B. Wilson, Jr.
Major, Ord. Dept.

Incl:

~~March 30, 1943~~

~~COMMENTS ON THE USE OF WOMEN IN ORDNANCE FIELD ESTABLISHMENTS~~

Major Wilson

Once the need for the use of women has been established in any establishment, there are a number of points which should be examined rather carefully in connection with their introduction, training, and handling.

1. Establish the operations in which women are to be used.-It is most essential before wholesale introduction of women to Ordnance field establishments to examine the mission of the establishment and to ascertain what types of operations will be performed in the establishment, as the type of skills to be taught to the new women are relatively different between establishments. In addition, needs for women should be anticipated far enough in advance so as to insure intelligent training for placement on the job.

2. Breakdown of skills.-When the operation has been decided upon and the number of women to be introduced, as well as the jobs in which they are to be placed, the ~~necessary~~ next step is one of training them in the types of operation they are to do. In connection with the introduction of women in mechanical jobs such as machine operators usually doing semi-skilled and repetitive work, it is most necessary that fundamental training on these skills be given. It is readily understandable that due to lack of time a woman cannot be trained to replace 100 per cent a machinist, mechanic, or some person who, due to long experience has been doing a rather skilled job. On the other hand, a great many of the mechanical jobs can be broken down into component skills, and women replacements can be trained in a matter of a few weeks to perform adequately any one of these component parts.

3. Proper placement.-In connection with the training of the individuals on component parts of any general mechanical skill, the question of placement is very important. We must guard against the placement of a woman in a job for which she is totally unsuited, and for that reason before actual placement takes place we should examine each candidate in accordance with the following factors:

a. Physical.--Certainly it is essential that we get a person on the proper job from the physical viewpoint. A small woman could not, over a long period of time, handle a manual job requiring considerable muscle, and any training given on this type of job would be utterly wasted.

b. Emotional.--By this is meant the placement of a woman on a job to which she is most emotionally suited. A highly energetic type would soon become dissatisfied and become a problem if she were placed on a very routine operation, whereas the more placid type should fit very successfully on a highly repetitive job requiring no great amount of energy. Likewise, many women cannot stand shop noises, and if placed there would just become a question of time before they either cracked under the strain or became dissatisfied and wanted a change.

c. Intelligence.--This factor should be examined very closely, usually through some sort of screening test. Again, if not properly evaluated, we can make poor use of intelligence. Certainly the placement of an intelligent women in a job requiring no intelligence at all would drive her to distraction, and at the same time we cannot expect a woman of very limited intelligence to handle a job over her head.

d. Mechanical aptitude.--This factor also can be measured to some degree by mechanical aptitude and finger dexterity tests. Although a great many of the women that will be employed in field establishments will have had no actual mechanical background, inherently they may have considerable mechanical aptitude, and for this reason every care should be used to place an individual with this aptitude

on a job where it can be used. There are sufficient jobs not requiring mechanical aptitude where those lacking it can be used very efficiently.

b. Proper orientation.-It must be realized that women coming into field establishments will be coming into an entirely new environment. It it just as strange to them as it would be to a group of men starting out on housework. For this reason the proper orientation in the shop or the plant is essential. Women should not be thrown into the shop, shown a machine for which they have been trained to operate usually in a more favorable atmosphere, and expected to react like men. For this reason it is strongly advised that ~~a two or three day orientation be practiced~~ women be oriented properly. By that is meant the women be taken in hand by a sympathetic foreman and explained some of the reasons for the unusually different atmosphere.

c. Equal pay for doing similar work as men.-Nothing contributes more to a more efficient organization of women than to pay them the same rate as men if they are doing the same job. On the contrary, any departure from this procedure will lead to multiple problems of grievances and loss of production. It must be kept in mind, however, that if women are doing what seems to be similar work as men, and the latter must do certain manual work in connection with the operation which the women, due to their lack of physical strength cannot perform, certainly a differential can be justified, for if ~~it is~~ not, ~~then~~ you have the same problem with respect to men who feel they are not being compensated fairly.

d. Proper handling and follow-up.-Many foremen, when they think of bringing women into the plants or shops, throw up their hands in despair and say, "What must we do--must we place bows on the machines, or must we place cretonne curtains at the windows, or do we place all the women on one side of the shop and the men on the other and treat each as a separate problem." The answer is no. We have found through experience that women react the same as men; they prefer to be considered as workers, and if they are paid the same and treated with the same consideration

as you should treat men, there should be no problems arising. There are certain biological differences, of course, between men and women, and facilities and certain floor ladies should be provided for in the scheme of things.

7. Use of female supervision.-In connection with the use of female supervisions, due to the rapid influx of women into field establishments, none of them have had sufficient mechanical background to set them up as qualified persons to supervise the activities of others. For this reason the selection of any woman to direct the activities of the others is usually met with opposition from the rest of the women, who feel that those individuals selected have no greater qualifications. For this reason, we would suggest that wherever possible men supervisors be retained, as we have found that women react more favorably under their supervision. There should be started, however, training courses for women supervisors so that in time there will be a definite upgrading of unusually apt women, who can not only demonstrate their superior knowledge and skill but also develop the attributes of good leadership.

March 30, 1943

Major Henry B. Wilson, Jr.
Ordnance Department
Office of Chief of Ordnance
Room 1-E-538, Pentagon Building
Arlington, Virginia

My dear Major Wilson:

We appreciated very much your attending the Secretary's Conference on the Employment of Women in War Industries and the valuable contribution which you made to the discussion.

We are now preparing the proceedings of the conference for the mimeographer. I am inclising a transcript of the remarks which you made on March 11. If you care to make any editorial or other changes in this material, we will be very glad to have you do so and return it to us for incorporation in the final report, which we hope to complete within the next few days.

Sincerely yours,

Mary Anderson, Director.

Inclosure
MA:L:WNC

BRITISH EMBASSY
WASHINGTON, D.C.

Ref: VG 1/43

April 5, 1943.

WOMEN'S BUREAU
APR 6 1943
DEPARTMENT OF LABOR

Dear Miss Anderson,

In reply to your letter dated March 30, 1943 I am returning the transcript which you were good enough to send to me, with suggested alterations.

If it is too long, please have it altered or abridged as you think fit.

Yours sincerely,

A.M.D. Gordon.

(A. McD. Gordon)
Labour Attache.

Miss Mary Anderson,
Director,
Women's Bureau,
U.S. Department of Labor,
Washington, D.C.

Files

March 30, 1943

Mr. A. McD. Gordon
Labor Attache of the British Embassy
Washington, D. C.

My dear Mr. Gordon:

We are preparing for mimeographing the proceedings of the Secretary's Conference on the Employment of Women in War Industries. I am inclosing the transcript of your remarks, made on March 11. I am wondering if you would be good enough to make such editorial and other changes in this material which you would care to have made for publication. We will appreciate very much this addition to the assistance which you have already given to the success of our conference.

Sincerely yours,

Mary Anderson, Director.

Inclosure
MA:S:MMG

Very often it is not the management that opposes putting on the women, but the foreman in charge of the job. Once you break down his resistance and get him to accept one or two wome, they can demonstrate to him in a very short period how well they can do the job.

M Miss Erickson. In many plants I have visited the practice was to get the foremen together and talk to them about the use of women in order to put them into a more receptive mood. It does seem to work.

Miss Anderson. We have the great privilege today of having Mr. Gordon of the British Embassy, formerly with the Ministry of Labor in England, with us. I wonder if Mr. Gordon would be good enough to tell us something about women in industry in England, what they are doing, and whether you find them satisfactory.

Mr. Gordon. Madam Chairman, it is a wide subject ~~to cover only~~ but I shall be very glad to give you what information I ~~have available~~ can. It is no surprise to us, I think, in Britain that women can do almost every job that men can do because we found this in the last war, ~~and~~ We ~~seem to~~ may have forgotten it (this to some extent) when this war broke out ~~because~~ and I think for many reasons there was ~~the~~ some traditional opposition in ~~many~~ cases to the employment of women. But it didn't last very long because our manpower was running short and ~~even~~ with the increasing demands for men for the services, & the building of new factories ~~built. Then~~ and the enormous demand for production we had to encourage the employment of women whenever and wherever we could. ~~short very quickly. It only lasted until such time as we had our~~ Moreover women quickly demonstrated their skills and ability.

We have something like 7 million women employed on full time work in Britain. There has been a very large increase since the war started and we have had to

In addition it is estimated that some 2.000.000 are doing voluntary work and some hundreds of thousands voluntary part-time work.

by Government training Centres, Co-operation of Colleges and Technical Institutes and the establishment by employers of training schemes within their plants.

encourage training by all available methods; ~~we have had to do it by the extremes of concentrating industry and limiting supplies to drive women, and men too, for that matter, cause the women from the non-essential industries to go into the essential industries.~~ At the outbreak of the war we ~~first~~ turned our minds to the limited number of processes on which women could be used for the purpose of assisting in dilution and upgrading and so on, in order that we might spread the scarce amount of skilled labor that we had ~~all~~ over the various industries to meet the demands of the various supply departments ~~and did a good job but just hadn't the number of people to do it.~~ We just didn't have the supply of skilled labour we required.

Were used to train men for war industries and were

The training centers which in the past we ~~have had~~ used to train our employees to fit them for industry were ~~filled up to a large extent with women~~ soon opened to unemployed women and we ~~soon~~ quickly found the adaptability and dexterity and physical strength of women was quite sufficient to allow them to do many jobs not only satisfactorily but to do them extremely well, and I don't think ~~we have had~~ we have had in Great Britain any complaints to speak of in respect ~~of any kind from any~~ of the occupations on which women are employed. I was extremely interested ~~in~~ when listening to some of the figures which have been quoted and I think ~~in Britain~~, without detailing various operations on which women are employed in the aircraft and the engineering, machinists or shipbuilding industry, there are ~~many plants~~ instances in Great Britain now where in same aircraft plants, for example, there are 80 percent women employed, so that ~~by and large~~ one can ~~just~~ assume that only the very highly skilled operations, which require long years of training and practice, and the extremely heavy work which is beyond the physical ability of women, ~~is limited to them.~~ are excluded from their scope. They are operating many ~~all~~ machines. In some cases they are making machine tools, ~~working in the~~ and in the Yards.

They are employed in literally hundreds of processes in the making of Guns and ammunition; in the iron and steel industry where they work at the blast furnaces, at smelting, at the forge & the foundries; in aircraft manufacture often on precision work; in tank factories and in shipyard and allied industries where they are in boiler shops, coppersmith shops in smithies &

They are also
~~aircraft and shipbuilding industries, and even~~ building ~~rail~~roads; ~~they have been building railroads for 18 months or two years,~~ I think the
has.
average percentage of women employed in machinist trades, or what we call the engineering ~~corps~~ industry, today is well over 30 percent and it is rising rapidly.

It is the only source of recruitment which is now open to us. In the chemical and explosives industry the average employment of women is over 50 percent, taken throughout all the plants, which is of course extremely high. In Royal Ordnance Factories chiefly engaged in making guns and ammunition 60% are women.
~~little.~~ We have come to such a stage in our manpower ~~and~~ when we have ~~just~~ to
Pad
resort~~ed~~ to every ~~conceivable~~ possible expedient to carry out the program we have assigned to us. We therefore have to turn to every conceivable device to encourage the employment not only of those women who are not already employed, but the greater employment of those women who already are employed. Men have to be withdrawn for the forces and I am afraid the ~~s~~peed-up has to come now to the women; it has to come ~~from~~ to the women who are already in employment, ~~from~~ to those ~~women~~ who are home makers in the real sense of the word, and ~~from~~ to women who have not been available but might be available for part time work. (More intensive training & the employment of women to a greater extent & higher grade work will be necessary.
It is going to be rather a heavy job because most ~~of the~~ women ~~are not entirely occupied, have jobs~~ are occupied during the day in many cases, whether it is in the home or the factory, and ~~also~~ ~~occupied~~ a great deal also at night with their civilian defense and ~~home~~ fire watching duties and in many cases voluntary work. Women up to 40 will not be ~~guard and other labor which they perform,~~ available for employment via the National Service Offices. If they leave their work and are
Pad.
We have found to a considerable extent ~~that a great advantage actually~~ benefited by the measures ~~which~~ we have taken in the welfare field. We have found that absenteeism, of course, is very much the subject of discussion at

In addition there will be more intensive concentration of industry and redistribution of industry where necessary.

under 60 this must be notified to the Employment Exchange so that they may be placed in other employment. Women will be directed to part-time work even work not covered by the Essential Work Orders. Women under 45 will be taken from Retail Stores and employed on more essential work. All women up to 55 will be liable to do civil defense and fire watching duties.

it has been reduced by the activities of our

the moment. It is extremely prevalent, although ~~there are reasons~~ ~~which~~ Welfare ~~workers cover~~ Officers. Mr. Bevin, as you probably already know, established ~~the~~ a Welfare Service outside the factory to ~~supplement or~~ supplement the factory inspectors' work inside the factory and they ~~have just~~ discovered many ~~what~~ problems which required solving. They have made it their business to get them solved by approaching the appropriate authorities and securing remedies. Some problems like transporting, ~~and~~ billeting, ~~and~~ feeding, ~~and~~ hospitals, and medical treatment, recreation, and all those problems ~~have been solved by these welfare officers who have to a certain extent solved largely most of the problems of absenteeism~~, which ~~depend upon~~ arise from anxiety and worry about home ~~comforts and home~~ circumstances, particularly in the case of transferred workers, have been dealt with by Welfare Officers and their solution has helped to reduce absenteeism. We have ~~not~~ established ~~to a thorough extent the idea of~~ nurseries to a considerable extent. We ~~did~~ also have what we call daily guardians, people who are prepared to look after children while the mothers are at work, ~~and we have ordinary war-time nurseries~~. We have, in addition, ~~to that~~ play centers which are being developed. ~~to a very large extent by the authorities and the schools are~~ Those schools (nursery classes in schools and) enabling ~~very~~ large numbers of women to go into the factories. The whole question of production is under constant review. It is being reviewed by the Regional Production Boards and ~~those people are going to a very considerable extent to try to get more employment for women.~~ every effort is being made to employ every available person, mobile or immobile.

In days gone by of course we have turned from home work employment to industry, factory employment. We haven't encouraged employment in the home, but I am afraid this war is driving us back to home employment and there are all kinds of individual schemes (plan improvised locally) without any general national plan ~~that~~ which leave

Par.

~~the~~ individuals in various districts to pursue them, avenues and they have pursued them and to a tremendous extent have opened new avenues of ~~them to~~ production. ~~They have~~ Private houses are partly given up to enable women in a locality to come in and do all sorts of useful jobs. In some cases they are assembling automatic switches and mechanical jobs of that description.

By ~~that~~ we means ~~there~~ are utilizing a great many women in rural areas who can't leave the districts and who are not ~~fit~~ available for agriculture. ~~They are in the rural districts we are utilizing to a large extent women available in those particular districts.~~ who I

There are many, many jobs which can, rightly or wrongly, go back into the home and are so doing for the purposes of the war. One that comes to my mind is the manufacture of braid for uniforms. That sort of work was being done by some of the war factories in districts where the supply of labor was very short, and it is found, of course, that ~~work~~ this sort of work can be done in the home, ~~because homes and~~ the factories ~~are being~~ utilized for munitions and the women who are available for munitions ~~are being~~ employed on munitions of war. Assembly work and work of a similar kind is was being done in the home.

There are all sorts of local schemes where people get together and are able by doing some small part comparatively simple on subcontract work from a factory somewhere else, to add to the war production. I ~~don't know of anything more I could say at this time, unless someone has a~~ think that is all I should say was unless you would like me to answer any particular question ~~on a particular subject.~~

Miss Stitt. Mr. Gordon, I wonder if you think that the evils of home work are so great that you would advise us to delay resorting to work in the home until the very last resort. Is your experience that ~~We~~ our emergency becomes greater than it is at present. have been trying so hard in this country to eliminate home work that I think it is a bit of a shock to most of us to hear that Great Britain has had

to resort to it again.

Mr. Gordon. I wouldn't presume to, of offering you advice take the responsibility of ~~dropping~~ any ~~of that,~~ but I would say there isn't anything within reason that we would reject in present circumstances in the prosecution of this war. We are, of course, only a small country; some of us have been through some experiences which one never anticipated in a lifetime. We thought such things impossible but ~~they were all gone and~~ various circumstances ~~have~~ put us in such a position that we just had to give everything we had to save ourselves. It isn't confined to any part of the population. ~~As time goes on it is one of the extremes and~~ Everybody has to give ~~and is glad to give~~ what ~~they can.~~ is possible. ~~It is typical in the lives of the people that~~ are well known to us, women who had a house and family, any amount of those are now in employment, perhaps in a school or hospital, or something of that description.

Then in addition to that they come home and some of them go into a factory and do evening work; some of them will do voluntary work of other descriptions. In addition to that they try to do their home guard and civilian defense duties. Some of them have families to look after still, and their houses to run, and a good number of them, owing to the dispersal of the industry and population due to the blitz which we have gone through, have their houses occupied either with evacuated office people or evacuated other people, and they require to be looked after, so it isn't by any means a picnic and there isn't much left out of the 24 hours ~~to a great number of people~~.

So when it comes to a question of taking work into one's home I don't think anybody stops to think about it. One home in five in Great Britain has been knocked out or damaged by the blitz and those

who have them left are glad to use them for any purpose necessary to the prosecution of the war. In your country it is a very different proposition; the circumstances are very different. I am the last person in the world to offer any advice on that subject. I would say that in normal peacetime I think that the home work in England as we knew it was not a thing to be encouraged. I quite see that a machinist might say, "Why shouldn't I have a lathe in my home if the author writes his books in his home?" ~~All that kind of thing~~.

I feel that the home work in England, industrial home work as I have seen it in my life time, and which was very much worse in earlier times, is not a thing to be encouraged here but I think that is a very different thing from looking at it (from the point of view of) ~~for~~ the war effort.

Miss Anderson. I wonder if we will be able to hear from some of our friends from the War Department sitting down here.

Colonel ~~Browning~~ O'Leary (?). I am from headquarters of the Office of Services of Supply. I have a comment of a general nature that I think will be quite appropriate here. As a matter of fact it may be encouraging to you. The Secretary has indicated tremendous Army interest, or armed service interest, in the employment of women when she said that we will have to have close to 3 million more women in industry in this year. It is not commonly realized that these 3 million women are those who have not worked in industry before, and who in particular have not worked in the kind of industry.

Also it isn't commonly recognized that with the introduction of these 3 million women in these jobs that there are hundreds of employers

who have them left are glad to use them for any purpose necessary to the prosecution of the war. In your country it is a very different proposition; the circumstances are very different. I am the last person in the world to offer any advice on that subject. I would say that in normal peacetime I think that the home work in England as we knew it was not a thing to be encouraged. I quite see that a machinist might say, "Why shouldn't I have a lathe in my home if the author writes his books in his home?" All that kind of thing.

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Miss Anderson. I wonder if we ~~will be able~~ to, most hear from ~~some of~~ other ~~our~~ friends from the War Department ~~sitting down here.~~ ~~Colonel Browning (?).~~ Colonel O'Gara. I am from headquarters of the Office of Services of Supply. I have a comment of a general nature that I think will be quite appropriate here. As a matter of fact it may be encouraging to you. The Secretary of Labor ~~has~~ indicated tremendous Army interest, or armed service interest, in the employment of women when she said that we will have to have ~~close to~~ nearly 3 million more women in industry ~~in~~ this year. It is not commonly realized that these 3 million women are those who have not worked in industry before, or ~~and~~ who ~~in particular~~ have not worked in the kind of industry.

Also it isn't commonly recognized that with the introduction of these 3 million women in these jobs ~~that~~ there are hundreds of employers

dispensations ever granted for 7-day weeks, very, very few.

Miss Stitt. That is very different.

Mr. Gordon. On this point, you may be interested to know that although we are ~~jealous of~~ anxious to safeguard the standards in Britain and although we allegedly have been working unconscionably long hours for a long, long time, ~~you may be interested to know~~ we have just prosecuted a firm in the east of England for working women 21 consecutive days, three weeks, 7 days per week, and it was a case in which the Minister of Labor and National Service, Mr. Bevin, is quite satisfied that it was proper ~~that we proceed in the case.~~ to take such proceedings.

~~Miss Stitt. It is wonderful to hear that from Great Britain, where they are so pressed.~~

(See next page)

Mr. Gordon. I would like to mention what the British experience is in connection with the care of children. You may be interested to know how the organizations are started. There is cooperation between the Ministry of Labor and Local Authorities, Ministry of Health. It is now necessary for any employer who wants to start a factory to get permission from the government to do it. Whenever an employer contemplates starting a factory, before it is done the appropriate authorities are consulted, including the Ministry of Labor, situated where the factory is to be put up. We know through our employment exchanges the labor demands in the area and the labor supply available, and we can estimate roughly from that the number of children who require care, both those who are immobile and those who come to the area of employment. When the Regional Control of the Ministry of Labor is satisfied there is inadequate provision for children, he at once notifies the Ministry of Health (Regional Office of who acts inquiring and) provision arranges accordingly. We have wartime nurseries which are directed under those circumstances where fully trained wardens and matrons assisted by experienced staff are employed. Some are open during the night if necessary. That doesn't provide for all circumstances and we have a scheme for Registered Guardians. People who are prepared to mind children for the day are to register with the Maternity and Child Welfare Authority & children under five may be left with a person so registered. The mother makes her own arrangements as to payment to the Guardian but the Guardian is also paid a weekly sum by the State.

Invariably women who have children and who are immobile for that purpose, and in this way. who find they can take additional children assist. Then in addition to that we have nursery schools which are developed for children under five

in elementary Existing nursery classes in
by the local schools. ~~They themselves have extended~~ elementary schools have been
extended. (The age of admission has been reduced) ~~the age~~ from 3 to 2 years and the classes
at
are increasing at a rapid rate at the present time. Finally, for the older children we have play centers ~~opened~~ the school and in order to develop these the schools have extended their hours; instead of opening from 8 to 9 in the morning they open at 7 or 8 and remain open until 6 or 7 at night, and By those means we are helping able to provide for the children of women going into factories.

As to the subject of absenteeism, I am sure there is nothing to (add to) what has been said this afternoon, because your experience is very much the same as ours. ~~I feel a little guilty about all this because I can't help feeling probably some of the problem you have comes from over the way and that the subject is invented. A number of people who are at work day in and day out, who in peacetime would be sick in their beds, are not mentioned at all. But the fact is that~~ Absenteeism ~~as it~~ is probably talked about either reasonably or unreasonably. ~~and we are all concerned about, is~~ Reasonable absenteeism, I think, ~~that~~ can only be dealt with as we have said, by a number of remedies dependent upon the particular cause or causes which must be ascertained. Long hours & Consequent fatigue is a notable cause.

The workers' interests have to be looked after a good deal more in the future than in the past if we are going to reduce ~~their~~ absenteeism to a minimum and that I think at home we are doing, ~~through~~ the agencies of our Welfare Officers and Factory Inspectors ~~all the local authorities and government agencies, Ministry of Labor and Ministry of Health. I think they have~~ improved standards in factories, medical and health standards and accident prevention (have been secured and good) ~~and~~ canteens, food arrangements (have been established) and where it is possible a good deal more useful recreation has been provided for the workers than ~~has~~ ~~been done~~ in the past.

The Ministry of Labor set up a Factory and Welfare Advisory Board and ~~through~~ consequent upon Statutory Orders made by him and through

Outside the factories many problems have been dealt with and

~~There is no earthly reason why good recreation shouldn't be pro-~~ vided to satisfy all the cultural ~~interests~~ of the workers and all types of workers and only by doing that will they improve their standards and ~~responses~~. When we come to unreasonable absenteeism, I don't think anybody has much sympathy with that. By that I mean people staying away from work when they ought, in a national emergency, to be at work. Reasonable absenteeism is a matter which doesn't come into it. Unreasonable absenteeism I think can be dealt with and should be dealt with, and I think that is provided for very largely at home by the ~~worker~~ affiliation of personnel Officers within the factory who ~~try to explain to workers their responsibilities~~ and instead of ~~reproaching~~ them for absenteeism, as might have been the attitude in the past, ~~to~~ try to explain to them their responsibilities, what their absences may have caused and endeavor to develop that responsibility through the factory.

It is quite a common experience at home to find that when workers realize that their own absences in fact jeopardize the war effort and may ~~be causing the deaths of people every minute~~, they do respond ~~to that a good deal more~~, and when there is a collective responsibility among the workers the ~~lack~~ lot of the individual ~~them~~ is a very unhappy one. It is by understanding ~~of~~ the workers, understanding their problems and trying to make them recognise their right and lawful place in the machinery that ~~they~~ we are getting over some of these difficulties.

One of the things ~~some of our factories~~ we found was that workers on repetitive and monotonous processes ~~were not~~ lost interested and got tired of their work. ~~They had not the faggiest notion~~ they did not understand why what they were doing, ~~or in what way~~ it was important, or in what way a day's absence would disturb anybody. ~~Just~~

We also encourage employers to keep records of absenteeism not merely for record purposes but to help in locating the trouble so that if possible the appropriate remedy can be provided.

Amongst other solutions it has been found that much good is derived from

perhaps from the point of making a bolt or screw or something of that description. Our regional production board, looking into this as one of their problems, adopted a number of solutions but they all gravitated toward making it clear to the worker what he is doing, and what his part in the machine is, and In many cases they tried to get the finished products before them. In some cases people have actually flown airplanes down and talked to them. But where it is possible to bring the finished product they have tried to do it to show the worker exactly where the particular part he is making takes its place in the finished product, and by these means it encourages a greater responsibility in workers, which I think is the foundation, rather than any punitive measures.

Where his work fits into the final product.

So that they could identify their own particular work.

effort was made

to the workers

pilots who

(have visited factories where they were made and

the units.

(These measures tend to quicken interest and to

(of successful production)

Before sitting down I think I ought to say a word about our Essential Work Orders. Under those Orders, of course, provide that absenteeism is a criminal offense. You may wonder why we have done that. I am not arguing the merits of it at all, I am just explaining it. I don't suppose there is much disagreement that if a worker deliberately stays away and prejudices the lives of others it is indeed a criminal offense. One of our magistrates recently sent to prison for a considerable time a man who deliberately, knowing the circumstances, stayed away from his work and thereby delayed the product of some vital war munition which was due on a certain date, and by so doing imperiled the lives of others. We think he was rightly punished. but because we have that I don't want you to think that we are prosecuting and persecuting all people who are absent.

The sanction is behind the law and before the law was enacted, before

the effect of such legislation was considered by a Joint Committee which advises

the Orders ~~was~~ were made the Minister of Labor ~~called a joint committee, which meets regularly, and~~ an to industry and all matters of vital concern particularly those which involve legislation, ~~are discussed. Therefore the Minister is in a position to know what is the estimated effect of legislation in the country.~~ That committee includes an equal number of ~~contains half of its membership as~~ representatives of Trade Unions and Employers of ~~workers with responsibility and~~ experience (and responsibility), so it is clear the Minister knows what is likely to be the reaction of the workers as well as the employers in the country generally in regard to proposed legislation.

~~Before that legislation was passed that committee considered it~~ and indeed did the trade union, that order and approved it and it was with the recommendation of the Minister that he was going to be backed by the ~~intelligence of the whole of Great Britain.~~ The sanctions are used (when required.) to enforce the law when necessary. ~~have~~ been necessary but comparatively the number of prosecutions ~~for offenses under the emergency powers act~~ and is very small and ~~at the very most~~ the number of people sent to prison under Essential Work Order offenses is only 1 in about 185,000. ~~That was the figure a few months ago and, off the record~~ . . . . .

Finally, I don't think there is any danger in Britain ~~of affecting~~ labor standards. The Restoration of Pre-War Trade Practices Act which became law in February 1941 imposes on employers the obligation to restore any trade practice departed from during the period of the war and to maintain the restored practice for a period of eighteen months. ~~They are already safeguarded by the provision there. shall be restoration of all those customs and practices which the workers have surrendered through organization for the object of prosecuting the war.~~

I have already mentioned a prosecution for failure to observe hours of work.

Miss Anderson. Thank you very much for all the help you have been during this conference. Mr. Gibson has to leave and I believe he has a resolution, or Mr. Connolly.

Mr. Connolly. This resolution was brought about because Mr. Gibson made a motion yesterday at the conference to adopt standards, and I asked

Moreover before prosecution is considered the case is required to be referred to an appropriate Committee in the plant which is clearly in the best position to determine the facts of the case.

BRITISH EMBASSY
WASHINGTON, D.C.
March 24, 1943.

WOMEN'S BUREAU
MAR 25 1943
DEPARTMENT OF LABOR

Dear Miss Anderson,

Thank you very much, indeed, for so kindly writing to me.

It was a privilege and great pleasure to be allowed to attend your Conference and to listen to and take part in your discussions. I hope you will not fail to let me know if I can ever be of help to you.

With kind regards,

Yours sincerely,

A.M.D. Gordon.

(A. McD. Gordon)
Labour Attache.

Miss Mary Anderson,
Director,
Women's Bureau,
U.S. Department of Labor,
WASHINGTON, D.C.

March 22, 1943

Mr. A. McD. Gordon
Labor Attache of the British Embassy
The British Embassy
Washington, D. C.

My dear Mr. Gordon:

I want to thank you for staying with us during our conference and for the very fine contribution you made.

Many people in the Department of Labor have spoken to me about how much benefit and encouragement they received from your remarks. In looking over the minutes I realized again how helpful you had been.

With great appreciation,

Sincerely yours,

Mary Anderson, Director

MA:IS

Fri. P. Hr.

U. S. DEPARTMENT OF LABOR
CHILDREN'S BUREAU
WASHINGTON

April 3, 1943

MEMORANDUM

To: Miss Anderson
Women's Bureau

From: Mrs. Fredericksen

In accordance with Miss Lenroot's request I am returning the summary of the discussion on day care of children which followed Miss Lenroot's talk on the afternoon of March 12 at the Conference on Employment of Women in War Industries. Very few suggested changes have been made. Thank you for giving us an opportunity to see this.

HAF:jd

Files

April 1, 1943

MEMORANDUM

To: Miss Lenroot

From: Mary Anderson

Re: Report of Conference on Employment of Women in War Industries

Because it will be impossible to have the entire proceedings of the Conference mimeographed, we have summarized the discussion. I am inclosing our summary of the discussion of Day Care of Children, which followed your talk on the afternoon of March 12. I am also inclosing pages 193-210 of the transcript of the Conference, which furnished the basis for the summary which we have made. If you care to review our summary and make changes in it, we will be very glad to have you do so, and return it to us as soon as convenient.

MA:LS:MBG

Files

March 26, 1943

MEMORANDUM

To: Miss Lenroot (Room 7130)

From: Miss Anderson

Re: Transcript of Miss Lenroot's Remarks at Secretary's Conference on March 12

Attached is a copy of the transcript of your remarks on child care, made at the Secretary's Conference on the Employment of Women in War Time, March 12. I would appreciate it very much if you would make such changes in this transcript as you care to make. As it will be impossible to publish the complete proceedings, I would be very glad if you would indicate those portions of your talk that you would prefer to have omitted. As we are trying to get the material to the mimeographer as soon as possible, we would appreciate very much having this material returned to us at your earliest convenience.

Summary of Discussion on Absenteeism.

In opening the discussion, Miss Anderson stated that absenteeism and day-care of children are two very closely related subjects. Women workers' home responsibilities, including care of children, are some of the chief causes of absenteeism. Adequate provision for day-care of children would reduce absenteeism among women now employed and would also make additional numbers of women available for employment.

Day care:

Miss Lenroot stated that she had just received word that the Senate had not approved the appropriation for day care, which would mean delay in getting the program started. However, funds under the Lanham Act are still available.

The Lanham Act. Questions were raised concerning the purposes for which funds under the Lanham Act may be used, and the procedure to be followed in obtaining such funds.

Miss Lenroot stated that the Lanham Act funds are granted for projects in local communities. Up to date, they have been used only in connection with specific projects, a group of day nurseries or nursery schools, or similar services. However, it is still possible to make application for Lanham Act funds, going through the WPA State supervisor and the regional office of the Federal Works Agency. The Children's Bureau is the certifying agency as to war need for the welfare projects and the Office of Education is the certifying agency for education projects. Only a few welfare projects have matured and been finally approved. More education projects have been approved. About the middle of February, there were 28 approved projects under the Lanham Act, that is, 28 communities with approved projects; 260 units and 9,605 children estimated for; pending approval there were 62 communities, 546 units and 22,000 children estimated for.

With respect to the procedure which must be followed in getting nursery schools started under the Lanham Act, Miss Montegriffo said that requests usually go through the State board of education, but they can also go through the State welfare agency as a welfare project. It should be a community-wide project and there should be evidence of need from some sort of preliminary survey. Then it goes through the regional and/or State WPA officer - where they still exist- and from there to the Federal Works Agency. There is certification as to need by the Department of Education.

In answer to the question as to whether or not the State has to show financial deficit in order to get the funds,

Miss Lenroot said it is no longer necessary. In December an operations letter was sent out which took the position that because of the necessity for developing this type of service and the relative newness of the service it was not possible to proceed on the definite financial basis. The Federal Government will contribute only 50 percent of the total cost of operation, but the deficit in area items such as equipment and rental are not included in the cost of operation. The parents' fees are expected to contribute a portion of the cost.

Miss Anderson asked whether money could be used under the Lanham Act for facilities in the District or in the community if need were demonstrated in relation to the war. For instance, in a small community outside of a big city, the housing would not be sufficient for the many new workers needed in that community, and no material would be available to build any more housing. For that reason when new employees are needed, the families already living there must supply them. Usually the supply will be the women, and they would need additional facilities. Is it possible under the Lanham Act to get money to start a community kitchen or laundry facilities since the community cannot do it themselves.

Miss Lenroot stated she had never heard of Lanham Act funds being used for such purposes, but she wouldn't say it was impossible. There would be difficulty, if it is a laundry facility or food facility, of determining under what auspices it should be conducted. Although the Lanham Act funds are not restricted by law to public agencies, usually preference is given to public agencies. In very few cases do they go through private agencies, so there would probably have to be a municipally operated, or town operated, project of some kind.

Location of Day-Care Facilities. Conference representatives were very much interested in the question of where day-care facilities should be located, whether in the plant, near the plant, or near the worker's home.

Mr. Gibson stated that in his opinion day care facilities for pre-school children should be located in the vicinity of the plant where the mother works. This would make it convenient for employed women to bring chilrden to the centers and would obviate the necessity of long roundabout rides by street car and bus to pick up the children before and after the day's work. Mr. Gibson stated that the plan of establishing day care centers in schools was one of the weaknesses of the present program. On the other hand, he did not believe that day care facilities should be located inside the plant itself because such a program might lead to neglect of the child. Another problem he said which needs solution is that of the teen-age child. In his opinion the present policy of letting teen-age children roam at large while their mothers work, will bring about an increase in juvenile delinquency.

Captain Sullivan pointed out that day care facilities should not be located near war production plants because of the danger of explosions or bombings.

Miss Lenroot emphasized the necessity of locating day care centers near the worker's homes instead of near the plants. She stated that it would be very undesirable to subject young children to long trips back and forth each day, and further that many plants do not have a suitable environment for pre-school children. She stated further, "A diversified plan should include a variety of measures, some of which would be individual homes located in the near neighborhood if there is no possiblity of having group care of a center near at hand, and ..... through some extension of a [redacted] volunteer scheme .... the mother might have assistance in getting the children to the place of care."

Mrs. Ackroyd said in Rhode Island they have set up many small nursery schools in neighborhoods where a large number of women are going to industry in the neighborhood. The women may go into a variety of plants but they live close together and can use the nursery center in their area. Rhode Island is also organizing a day-care program for school age children. Children will be registered in the schools. However, the program will be operated through other community facilities, not as an extension of the usual school program.

Determining the Need for Day-Care Facilities.

Mrs. Morrow raised the question as to how communities determine need for the establishment of day care centers. Miss Lenroot stated that under the plan now being developed by the Office of Defense Health and Welfare Services with the cooperation of the Children's Bureau and the Office of Education two criteria must be applied: First, there must be evidence of increased employment of women due to the war effort; second, there must be a study or estimates of the number of women or children who need these facilities. Experience shows there is usually one child in need of care for every 8 or 10 women employed.

Captain Sullivan stated that a survey in November in the Detroit area showed 15,000 children needing care. He believe the first step to alleviate the situation should be to expand the facilities of private nurseries which are already in operation.

Mrs. Ackroyd pointed out that in Rhode Island various State and Federal agencies had cooperated in supplying information on the need for day-care facilities. As a result they were able to have Lanham funds made available on a State-wide basis instead of on a community basis, which in turn has made it possible to open new centers as the need arises.

Fri. P.M.

Collated + returned board 4-9 by Government Office. (Miss Moulton)

FRIDAY AFTERNOON SESSION

2:15 o'clock

Miss Anderson. ~~We expect to get through early this afternoon.~~ The question ~~proposed~~ for discussion this afternoon is the adjustments that must be made in home and factory to reduce absenteeism and increase the production of women workers. We feel that this subject is ~~probably~~ one of the most important ~~subjects~~ to come before the conference because ~~the~~ living conditions are ~~just~~ as important to the workers as the factory conditions and ~~just as important to the~~ production, ~~so that we want rather~~ ~~good discussion here this afternoon on what we all know about the living conditions of the workers, and particularly of the women.~~ Miss Frederickson of the Children's Bureau is not able to be here, ~~but we are very fortunate to have~~ however, with us the Chief of the Children's Bureau, Miss Lenroot, ~~to start the discussion.~~ who will present this matter to us.

Miss Lenroot. Thank you, Miss Anderson, ladies and gentlemen, I think the problems involved in the ~~relation of~~ relation between care of children and wise employment policies with reference to mothers of young children and the manpower problem, including the problem of absenteeism, ~~is~~ are uppermost in your minds and do~~es~~ not need very much ~~of a~~ factual review from me. However, there are a few points which I should like to have us keep in mind as a background for our discussion. ~~Going back to the figures that were given you yesterday by the Secretary with reference to anticipated manpower needs and proportions of women, I should like to carry it a little further with something that is merely an estimate based on certain sample surveys as to the numbers of children involved, with given numbers of women in employment.~~ employees

Assuming an addition of some 3.4 million women workers to the labor force by December 1943 it is estimated that from 1.2 to 1.7 million of these additional women workers may be expected to be women with children so that the number of children involved probably will be from 2 to 3 million. On the basis of available figures it is estimated that approximately six percent may be expected to be under the age of 2, 40 percent from 2 to 5 and 54 percent from 6 to 16 years.

Very frequently we think of child care in terms of the care of the child of preschool age, whereas as a matter of fact the problems of the supervision before and after school and during vacation and holiday periods of the children of school age are numerically greater than the problems of the preschool child. Local enrollment campaigns are being planned by the War Manpower Commission for 103 areas to be undertaken before July 1. Material presented by the Office of Defense Health and Welfare Services to the House Appropriations Committee and prepared in collaboration with the Manpower Commission, the Children's Bureau and the Office of Education, gives data concerning the estimated number of children needing care in these 103 enrollment areas, based on the number of men and women in the 1940 labor force and the estimated number of women to be added, with estimated number of children needing care because of the employment of these women. The figures total a very large amount, somewhere in the neighborhood of 350,000 children.

Of course not nearly all of these children will need community care at public expense. The majority will be provided for through individual arrangements, relatives, people in the home or neighbors outside the home, but there will be a substantial proportion who will need community services,

paid for in part by contributions from the parents; and the proportion who will need community services is probably a good deal larger than it would have been if we had had this number of women in the labor force and children represented in normal times, because obviously the shortage of domestic help is a very important factor in the ability of women to provide substitute care when they enter employment.

The problems of care of children and of meeting also the other home responsibilities of the mother are very great, ~~and because of recognition by the Federal agencies of the very tremendous difficulties presented in trying to provide substitute care~~, difficulties not only in terms of ~~a~~ the job, ~~that no matter how good it is less desirable ordinarily than the care that the mother could give if she did not carry on a double task,~~ but also and difficulties in ~~terms of~~ the amount of labor required to substitute for the mother's work in the home, so ~~that~~ addition to the labor force involved in the addition of mothers is much less than the total number of mothers added.

For all of these reasons ~~the~~ policies have been adopted and ~~repeated,~~ reiterated to the effect that ~~recruitment of women with young children should not be made;~~ active effort should not be made to recruit ~~such~~ women with young children until full use has been made of all other sources of labor supply. Lady Simon ~~of England~~, who has been in this country lecturing on subjects of child care, in relation to the employment of women, is an authority on the problem in England. She is a member of the Education Committee of the Manchester City Council and is ~~quite~~ familiar with problems in the Lancashire area. She points out that as the employment of mothers increases the number of workers needed for the service industries as well as the number needed to provide care for children increases, and particularly

as one goes into the lower age groups, so that in England, and now increasingly in the United States, those concerned with the problems of children have been tremendously interested in the possibilities of increasing part-time employment as an alternative either to the employment of mothers or the full-time employment of mothers.

That is, there are two aspects of the part-time employment problem to bear in mind here; one, the part-time employment that involves a labor supply, making it unnecessary actively to recruit mothers of young children, and then part-time employment of mothers themselves, which greatly reduces their problems and increases the chance that children will not be neglected. In spite, however, of all of these precautions and all of the assistance that can be given in developing employment policies that will emphasize the importance of the home responsibilities of the mother, we know that there are many children now without adequate supervision because of the employment of mothers, and that the numbers are bound to increase.

In the first place the numbers of women going into employment on their own motion, without regard to whether active recruiting campaigns are being carried on, will undoubtedly increase very greatly if fathers, much more generally than now, are taken into the armed services. We do now estimate that about 140,000 babies will be born this year whose fathers are in the service, and the numbers of children will be much greater if the Selective Service policies result in a great proportion of the men under 38, regardless of marriage status and status of dependents, being taken into the Army.

We have no total figures of the numbers of children in the country

whose mothers are working or the numbers needing care. We can only make estimates, but recent partial surveys in 49 areas or industries participating in the war effort, according to information in the hands of the Children's Bureau, showed over 61,700 children in need of care in these 49 areas, or industries, of whom 27 percent were under six years and 73 percent between the ages of 6 and 14 years. The problems of providing service for children once you make up your mind that there is to be a necessity for service, involve two fundamental principles. First of all, you cannot plan for adequate care of a child who is deprived to some degree of home supervision and care by reason of the employment of the mother, without taking into consideration all aspects of his life, his health, his educational opportunities, his recreation - if he is a child of an age to have recreational activities apart from those within the nursery circle, and the question of whether or not he has some adult who is responsible for knowing where he is and what kind of care he is getting.

Therefore it has been necessary to emphasize in the development of these plans the fact that they must be developed on the basis of collaboration by a number of departments and agencies, a number of different professions and with participation of both non-governmental and governmental interests. For this reason the Children's Bureau and other agencies early began to urge the formation of State day care committees, as we then used the term, and as they are largely used now with reference to committee organization. The Office of Civilian Defense and the Office of Defense Health and Welfare Services have collaborated in the effort to secure overall planning committees and policy committees in the States, and we now have 44 States with such committees, on which representatives of welfare,

education, labor, health and ~~labor~~ employment agencies serve, and very often representatives of non-official groups. Most of those committees are subcommittees of State Defense Council committees or ~~committees or committees of State Defense Councils~~. There are several hundred local communities where there are committees similarly constituted. The next principle that I want to emphasize is that you must have a variety of services in order to ~~be adapted to~~ have your program adapted to a variety of needs, because you cannot provide for all children whose mothers are employed in the same way. It is obvious that you can't do this when you consider age distribution, but there are also other factors which enter in which make a ~~flexibility of~~ a varied program necessary. We had a very interesting letter the other day from a person in Pennsylvania, a father who said, "I can quite understand why you need different types of care in a day care program because I have two boys whose ages are so and so. The two boys would need quite different types of care because of their differing situations."

The child under two should never be cared for in group care in a nursery or ~~day nursery or~~ day care center because experience through the years has shown that babies do not thrive under that kind of care. They do not get enough individual attention and mothering and the danger of infection is greater. We hope that mothers of infants under two will be the last to be called upon, but we know that many are already working. The very fact that many babies are coming into families where the father is in the service and the mother is receiving an allowance or allotment from the Government means that very often she will feel that she needs to supplement her income and so for these babies a system of individual

care in what we call foster family day care homes is necessary, homes carefully selected and supervised under State law and State standards.

Then the sick child obviously needs special care, either in some sort of a convalescent home or sick bay, as they have been developed in England, or in individual foster family homes or in special quarters in a group care center. Then there are the preschool children who need full-time care in which the principles of nursery school education are carried on, and that care may be provided either through the nursery schools in existing school facilities with an extended all-day program, ~~which of course involves the question of meals and other things,~~ or in day care centers in the community.

The school children I have mentioned as needing a variety of programs for before and after school supervision. ~~They~~ may be provided with a home base through extended school activities which are being promoted by the Office of Education, or through before and after school care in individual family homes, or through a variety of recreational and other activities available to them. All of these require the cooperation of different agencies, both public and private.

Then for some children a type of care that has come to be called homemaker service is the best possible type of care, where a woman with some training and under some supervision is sent into a home to do the homemaking job and look after the children. It is very difficult to secure that kind of care now because it is expensive and because of the shortage of women available for it, but for some types of children, especially the sick children and perhaps families where there are several children, that may be the best type of care.

Then basic to all these is the information and counseling service which should precede the decision as to what type of care should be given, and if possible even the decision as to whether or not the mother should be employed. All of these are elements in a community child care plan which should be developed through the collaboration of various agencies represented on a community committee, and we have a 3-page statement here which we have copies enough of for you, which outlines these types of care and also outlines the procedures to be followed in obtaining Federal funds through the Office of Defense Health and Welfare Services or in this case merely a reference to the Federal Works Agency through which Lanham Act funds are secured.

In order to promote this type of State and local planning the child welfare workers, who are already employed in all the States and in a number of communities under the child welfare service part of the Social Security Act, under Federal aid have given a good deal of attention to this problem, and in some States the child welfare service funds are still carrying the full responsibility for this planning, but obviously they could not carry the full load because of the ramifications of the program and the amount of funds required, so last August, as you know, an emergency allotment of $400,000 was made available from the President's Emergency Funds to be used on the basis of grants to State welfare agencies on the recommendation of the Children's Bureau and State education agencies, on the recommendation of the Office of Education.

Those grants are to be used for overall planning, fact-finding, and administrative services on the State level or the local level, but not to be

available for actual operation of day care centers or extended school programs or other types of operating programs. The reason for this limitation was that the WPA program was still in existence, with a minimum of $6 million earmarked for WPA nursery schools, and that it was being tested as to whether or not Lanham Act funds could be made available. Under the President's Emergency Fund determined there are now 23 States that have submitted welfare plans through the Children's Bureau and all of these plans which have been approved; and 30 States that have submitted education plans through the Office of Education, of which 26 have been approved by the Office of Defense Health and Welfare Services.

In over 30 States there is one or another plan in operation and in upward of 20 States both plans are in operation. We have felt that you could not say this was not merely an educational program, or merely a community program; it has to involve both, and so it has to involve the education and welfare agencies and the collaboration of the health agencies, which in every case must be drawn into the planning from the point of view of health protection. These plans have provided for 116 consultants, the welfare plans 116 consultants of whom 20 were in the States, as directors of State day care programs or State consultants or coordinators, or secretaries of committees, and 32 are to serve as field consultants on a regional basis within the State, with 64 to be employed in local areas for assistance in community planning and organization.

In the States represented by this conference you may be interested in the situation. Connecticut has a welfare plan in preparation; Delaware has a consultant on the State staff to determine need. The District of Columbia has an education plan approved. Maine is using child welfare service funds to provide an executive secretary for a day care committee

and a consultant and has an education plan approved. Maryland has an education plan approved and a welfare plan in preparation. Massachusetts is using child welfare service funds to explore the need and develop a plan. New Hampshire is reviewing the situation with a view to submitting a welfare plan and has an education plan approved. New Jersey has both education and welfare plans approved. New York has an education plan approved and a very active day care committee bringing all the elements of the program into cooperation.

Ohio has an education plan approved and is using child welfare service funds for welfare. Pennsylvania has been working on the problem and a bill has been introduced in the legislature for $5 million to the Department of Education to establish day care facilities. Rhode Island has a State-wide Lanham Act project on education approved. So plans are going forward in this region. As time went on it became obvious that it was of essential importance that service and funds should flow through coordinated channels and that it was difficult to separate planning and administration from operation, so the Bureau of the Budget, with the approval of the President, recommended the inclusion of an item of $2,800,000 for payments to States and $89,000 for Federal administration to be included in the urgent deficiency act, the first deficiency bill for this year to provide an extension of the grant-in-aid plan now being used through the Office of Defense Health and Welfare Services to include operating expenses, leaving the Lanham Act funds for capital purposes, construction and major repairs of $1000 and over.

There is a lot of testimony as to need and program in hearings before both the House and Senate committees, and the matter, I suppose, is

up on the floor of the Senate right now. The item was not included in the bill as it passed the House but the Senate committee recommended its restoration. On the last page of this little statement which you have is a statement of the procedure for obtaining Federal funds under the present grant-in-aid program. If the amendment is included and passes Congress - approved by the conference - there will be additional information given out as to the methods by which funds may be secured for actual operation through the development of plans under the guidance of State welfare or State education departments, but essentially the channeling and the procedure will be the same.

I want to mention, to go back to the labor side, the question of shifts which of course is exceedingly important. Rotating shifts make it almost impossible to work out plans for children, and shifts which mean the employment of women in late evening hours or graveyard shifts make it very difficult because there is one thing that we are very anxious to avoid, if possible, and that is 24-hour care for children, day and night care which means setting up really institutions and separating the children from their parents. We know there are very great problems involved in the question of assignments to shifts. We did have a conference with representatives of various labor groups to explore this problem and the people there present thought that if the right kind of an appeal were made, organized labor would be sympathetic to the importance of the policy outlined by the Manpower Commission as to assignment to shifts, but if we can get the basic program planning straightened out so that we know who has the funds and we can carry forward the plans being developed in the local communities, I think one of the major functions

Where is the rest? See pages ——.

Angus

of the local committees will be cooperation with labor and management in trying to solve these very knotty problems of shift assignments.

Miss Anderson. Thank you, Miss Lenroot. Before we begin the discussion ~~and~~ or ask questions we want the other part of the program presented, ~~and~~ Miss Alice Angus of the Women's Bureau ~~is going to present that part~~ will discuss briefly the problem of absenteeism as it relates to women workers,

Miss Angus. The Women's Bureau has prepared a statement of the causes of absenteeism and some of the remedies we suggest, ~~and~~ In my few opening remarks what I want to bring out is the approach that the Bureau takes to the problem. There are two points that I want to make: First, we realize that absenteeism among women is due in great part to causes beyond their control as individuals and that in order to correct the problem some help must be given them by employers and by the communities in which they live.

The second point that I want to make, or second consideration that I think we should take up this afternoon, is what can State labor departments do to help employers, and also communities, correct the problem of absenteeism. There has been a great deal said about absenteeism, particularly lately, and much of the newspaper discussion regards it as a new form of delinquency. ~~There is~~ Very little has been said in the press, at least about justifiable absenteeism or involuntary absenteeism. There is a bill, as you all know, in Congress right now to make men who are absent a certain number of times subject to the draft, even though they are necessary and engaged in essential occupations.

Then as a corollary to that it has been suggested that names of people not subject to the draft, which would be women to a large extent, be posted in the local post offices and made a subject of public display or

PAGE(S) MISSING IN ORIGINAL.

Set up like the rest of the conference material. Begin this on a new page, however. L.S

SERVICES FOR CHILDREN OF WORKING MOTHERS

(Prepared by C.B. and distributed at the Conference)

THE NEED

The war is not yet won. Winning depends not only upon the millions of men who are in the armed forces but also upon the millions who are being used as a source of labor supply for war industries. These include women as well as men. The Bureau of Labor Statistics estimated that at the end of the first quarter of 1942 one million women were employed in war production, and that by the end of 1943 a total of six million women will be so employed. Meanwhile, there will be an increase in the number of women taking the place of men who have left non-war employment.

Although it is the policy of the War Manpower Commission to conduct no active recruitment of women with young children until other labor resources have been exhausted, it is inevitable that a large number of such women will go into war production. They will play an important part in the war effort. But it is equally important to the war effort to conserve the value of family life and provide care and protection for their children while the mothers are at work. It is, after all, in behalf of the family that we are fighting to preserve the American way of life.

It is, therefore, imperative that essential day-care facilities for children be planned by every community in which large numbers of mothers of young children are employed or will soon be employed in activities essential to the war effort.

State leadership and guidance and, when necessary, Federal assistance are essential if day-care services are to be available wherever the need is urgent.

COMMUNITY PROGRAMS FOR DAY CARE

1. Counseling Service
   Individual counseling service for mothers who wish help in planning for the care of their children.

2. Foster-Family Day Care
   Placing children whose mothers are working in war production with private families for day care.

3. Centers for Group Care
   To provide substitute family care for any child according to his age and interests while parents are employed.

4. Before and After School Care for the School-Age Child
   Providing after-school programs for the out-of-school hours during the time parents are away at work.

5. Nursery Schools
   To provide nursery school programs for children of pre-school age.

6. Homemaker Service
   A program which provides for sending a qualified person into the home to carry on the home duties while the mother is working.

7. Supplementary Care for Sick Children
   Arranging facilities through homemakers or other well-qualified personnel for care during temporary or long-time illness of children whose mothers are working in war production.

PROCEDURES FOR OBTAINING FEDERAL FUNDS

Funds for the employment of staff to stimulate and coordinate State and local resources for the care of children of working mothers are available under an allocation of $400,000 from the President's Emergency Fund. These funds may be obtained from the Office of Defense Health and Welfare Services on the basis of plans worked out in the community in cooperation with the local day-care committee (usually a subcommittee of the Defense Council) and other interested public and private agencies. They are then submitted to the State Department of Public Welfare or State Department of Education for inclusion in a State plan for day-care services. The State Committee on Child Care reviews the plans and makes recommendations concerning them.

The U. S. Office of Education has responsibility for giving consultation services and for reviewing and recommending approval of plans submitted by the State Departments of Education; and the Children's Bureau has responsibility for giving consultation services and for reviewing and recommending approval of plans submitted by the State Departments of Welfare.

Forms and instructions for use in the preparation of these plans may be obtained from the Regional Offices of the Office of Defense Health and Welfare Services.

THE FUNDS FROM THE PRESIDENT'S ALLOCATION WILL EXPIRE MAY 15, 1943. A REQUEST FOR FUNDS TO CONTINUE THIS PROGRAM AND TO PROVIDE FUNDS FOR THE OPERATION OF THE SERVICES LISTED ON THE PREVIOUS PAGE HAS BEEN SUBMITTED TO CONGRESS AND IS UNDER CONSIDERATION AT THE PRESENT TIME.

INFORMATION CONCERNING PROCEDURES IN OBTAINING FUNDS UNDER THE LANHAM ACT MAY BE OBTAINED FROM THE FEDERAL WORKS AGENCY IN WASHINGTON OR THE REGIONAL OFFICE AND THE STATE WPA SUPERVISORS.

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

March 31, 1943

MEMORANDUM

To: Miss Anderson

From: Mary LaDame

I have read with considerable care the attached copy of the Secretary's remarks at the Conference on the Employment of Women in War Industries. As you will see I have made some slight editorial changes. With these Mr. FitzGerald concurs.

Attachment

WOMEN'S BUREAU
APR 1 1943
DEPARTMENT OF LABOR

Files

March 30, 1943

MEMORANDUM

To: Miss LaDame

From: Mary Anderson

Re: Secretary's Remarks at the Conference on the Employment of Women in War Industries, March 11

Attached you will find a copy of the Secretary's remarks made at the conference on the morning of March 11. We have edited this material somewhat. If you care to make additional changes, we will be very glad to have you do so.

After consultation with members of the staff of the Bureau of Labor Statistics, a correction has been made in the figures that appear at the bottom of page 4. Ninety percent has been substituted for 84 percent and 250,000 for 100,000.

You may remember that on the day of the conference the Secretary, using the figures prepared by the Bureau of Labor Statistics, said that "about 35 percent of the women in the United States 14 years of age and over will be in the labor force." Miss Lenroot objected to inducting the 14-year age group and suggested the substitution of 16 years. This change we have made at the bottom of page 9. Because the number of girls between 14 and 16 is relatively small, the change in the percentage is very slight and can be taken care of by substituting "over 35 percent" for "about 35 percent."

We are hoping to get the proceedings of the conference to the mimeographer in a few days and therefore will appreciate receiving any suggestions for modification of the Secretary's talk as soon as it is convenient.

March 30, 1943

Captain Daniel E. Moran
Office of Services of Supply
War Department
Pentagon Building, Room 5-D-739
Arlington, Virginia

My dear Captain Moran:

The Department of Labor and I, especially, appreciated your attending our Conference on the Employment of Women in War Industries. Your contribution to the discussion was of interest to both the State and Federal representatives.

We are preparing for the mimeographer the proceedings of the conference, and I am wondering if you would be good enough to make such changes on the inclosed transcript of your remarks as you care to make. As we hope to get the material to the mimeographer within the next few days, I will appreciate very much your returning this material to us as soon as you find it convenient.

Sincerely yours,

Mary Anderson, Director.

Inclosure
MA:LS:MBG

Thurs. a. m.

Manning & Newman's Edited edition.

Miss Erickson. Miss Anderson has asked me to tell you a little about some of the jobs which we ~~see~~ find women doing as we go into the plants and some of the ~~factors~~ aspects of the job and qualifications of the individual which must be considered in selecting and placing women on jobs in war industries. As I work in the field I am impressed with how much emphasis the radio and newspapers give to the superficial phases of women's employment - the glamor girl, the sweater girl, the grandmother who astounds industry by her ability to do the job. ~~As I go from plant to plant~~ I rather enjoy telling employers women always have worked, that in the manufacturing industry normally one out of four employees is a woman. The only novelty in their employment is that now they are employed in the heavy war industries and new industries in which men have ~~had a~~ their priority ~~on jobs.~~

There are many jobs that women can do as well as men. There are a great many ~~jobs~~ women could fill ~~on~~ for which they are not yet ~~being~~ employed. In the aircraft industry, ~~a great many~~ women are ~~employed~~, almost a third, in some plants at least ~~a~~ half ~~of the employees~~ are women. But in the aircraft engine ~~industry~~ and propellers ~~industry~~ only one out of 7 or one out of 8 of the employees ~~is a woman.~~ In propeller plants probably half the jobs ~~could be done by women.~~ In the electrical industries we find many women ~~working~~; but women have always worked in the electrical and communications industries, making radios and parts for the Signal Corps. In the instrument industry, ~~those~~ making fire control and sighting instruments, such as bomb sights, telescopes, and binoculars, a large proportion of the workers are women, because the parts are small and there is a great deal of assembly and fine work ~~that takes~~ requiring finger dexterity that women have to a greater degree than men.

In the small arms and ammunition industries many women are working. I remember going into a plant just before Pearl Harbor where they believed only 20 or 25 percent of all the work could be done by women. They did not want to ~~use~~ employ women on the machines, because they feared if they did the men would object and walk out. I discovered not long ago that ~~that plant~~ now ~~has~~ women constitute well over 50 percent ~~women~~ of the workers in that plant. But we still find in many of these industries women are a minority group. ~~and~~ Actually, proportions vary ~~much~~ a great deal from plant to plant, and from industry to industry, depending upon ~~the policy of~~ what jobs management ~~as to what is considered~~ considers suitable ~~jobs~~ for women.

There really is no hard and fast basis for determining ~~which jobs are suitable for women.~~ suitability of jobs. Indeed there are very few jobs that are not suitable for some women. The strength of individual women varies a great deal. Some women could be blacksmiths and house movers; some men are hardly able to lift an inkwell; but on the whole most women have less strength than men. They have ~~less muscular strength, because they have~~ smaller muscles, and ~~women have~~ fewer red blood corpuscles ~~than men~~. There are many jobs not as ~~less~~ suitable or as ~~and less~~ desirable for ~~women~~ as ~~than~~ for men because of women's less physical strength. Some jobs women could do if the emergency were sufficiently great, which we do not recommend ~~their filling~~ at this time. Many of these jobs are disagreeable, unpleasant, and hazardous. They may be no more hazardous for women than for men, but until women are more completely utilized on jobs which are suitable, and until the labor shortage becomes so great that the employment of women on the less suitable jobs is imperative, ~~we do not recommend it.~~ such employment does not seem at present desirable.

Whether jobs are suitable for women depends largely on the individual woman - her strength, her height, the length of her arms, her mental and emotional stability. Employers must analyze their jobs, determine the human qualities necessary to fill them, and select women who, as a result of physicial

examination, they know who possess the proper qualifications. Moreover, the set-up of jobs in individual plants helps to determine their suitability for women. In plants where hoists and conveyors have been installed to lift heavy parts, women can fill jobs which they could not fill if they had to do the lifting themselves. Levers, automatic controls, platforms, adjustments that permit sitting while on the job are among the devices that have been ~~installed~~ introduced in many plants to fit the job to the woman worker.

I thought we might tell you ~~something~~ about some ~~of the actual,~~ typical jobs ~~that we are finding~~ women are doing ~~in these plants.~~ They are operating all the standard machines. We all think first of the lathe as the basic machine. We know that many machines are made up of ~~very many round~~ numerous round parts, rods, bearings, and little fittings and gears that intermesh to give motive power; ~~and~~ various ~~varieties of~~ lathes are used in cutting these parts. We have women working on engine lathes, on hand screw machines, on turret lathes, on automatic screw machines, all turning out round parts.

~~On many of them~~ a certain amount of skill is required to operate many of these machines. If women are ~~going~~ to be ~~actually~~ effective as lathe operators they must be given training either in the plant or in ~~the~~ defense schools, ~~that have been set up.~~ On some turret lathes and some of the automatic jobs very little training is necessary. If women are given the same training as ~~is given~~ men, or just a little more because of their lack of mechanical familiarity, they could fill these jobs as well as men. However, because most women are shorter than men, or have shorter arms, it is sometimes not possible to put women on very large machines because they are not able to reach the parts. On the other hand, ~~However,~~ the factor that determines whether a woman can be used on a machine is often the size of the part and the weight of the part, rather than the size of the machine.

Sometimes other factors ~~come~~ enter in. I was watching a turret lathe operation in one aircraft engine plant. It seemed a very desirable job for a woman because the part was small, and the cycle of operation was quite long; ~~the~~ one part remained in the machine for six or seven minutes before another ~~part~~ had to be put in. I asked why a woman wasn't ~~used~~ on that job. The plant official explained that it ~~they were~~ involved the machining of magnesium and that magnesium is very inflammable when small parts fly off the machine. The operator has constantly to brush away or blow away the parts with an air gun. He said they have only very large fire extinguishers, which ~~and~~ in case of a flare-up ~~they~~ would be too heavy for a woman to lift, ~~to put out the fire.~~ Perhaps ~~they~~ there could have ~~had~~ been smaller fire extinguishers in which case women would have been able to operate the machine.

~~Women are working on all types of lathes at the present time.~~ As you know, a great many drill presses and boring machines are used in industry. A drill press is one of the first machines on which women were placed employed in defense industries. ~~We have~~ There are all kinds of drills; drills which drill tiny holes almost the size of a pin head, a 16th of an inch and less, and ~~we have~~ on the bench, other large boring machines which cut holes of 3 inches through cylinder heads, crank shafts and so on. Some drills have a single spindle, others have as many as 100 spindles; there are special purpose drills. Much of the drilling is done with jigs. When the jigs are small women do very well on this work. On the other hand when fixtures weigh 40 or 50 pounds, women cannot handle them so successfully. However, women could ~~perform this operation~~ be employed if hoists or conveyors to move the parts on to the machine were provided. Experience with women on these very heavy parts has shown that production is not so good as with men unless some provision is made for lifting. Women, when required to lift ~~these~~ heavy fixtures, become fatigued. Absenteeism and turnover result.

Women are working on small shapers and on the milling machines which machine flat metal surfaces. A great many, in fact almost all, metal working plants have many milling machines. Women are doing very well on these machines. They are working to very fine tolerances, tenths of thousandths of inches. On small parts they can probably do most of the milling. Women learn just as fast as men. I have asked how long it takes to train a girl on a milling machine. The reply as, not longer than it takes to train a man, after the woman has become familiar with the terms used. Then we find, of course, a great many grinders which finish parts. Women are doing operating magnetic chuck grinding, and small speed grinders, grinders of cylindrical work, internal and external grinders. Not as many women work on grinders as on other machines, such as turret lathes, or milling machines, but women are able to do grinding and do it very well.

As you know, some of the grinders throw off dust and parts from the carborundum wheel. This can be dangerous if the proper safeguards are not provided. Some girls are more fastidious than most men about the places in which they work and they don't like jobs which are too dirty, where there is too much oil and dust. I have been in plants where shields have been installed that keep the coolant from splashing out. One factory where there is a great deal of grinding has fitted its grinders especially for women with automatic hoppers and with shields in front, to eliminate hand feeding, thus speeding the operation, which makes a very simple operation and to afford protection from flying particles.

We find women on punch presses for shaping metal for assembly; Some girls working on a variety of presses, feeding the large hycraulic type of machine presses where the table extends out and the sheet metal parts are placed on the table and rolled under the press. There is no reason why women couldn't do this work as well as men, if the parts are light. In the ammunition industry girls operate all sorts of presses. In 1940 Miss Anderson sent us out to visit small arms

ammunition plants to try to determine which jobs were suitable for women. As a result of our investigation we said we didn't consider drawing suitable for women. ~~The reason~~ we came to this conclusion ~~was~~ because we visited old plants that had been in operation ~~during~~ since the last war and before. I remember going into a plant, where ~~I decided~~ the job of tending a drawing machine was filling the hopper with metal components with one hand and mopping ~~from~~ the floor for the ~~soapy~~ coolant — largely a soapy solution ~~which~~ was pouring out onto the floor and not into the drain with the other. In the new plants this is all very different. The hoppers are fed by belt conveyors or trucks on monorails. The machines have aprons, the drains are good and the place is very dry. We now find in modern small arms ammunition plants that women are doing practically all the drawing of casings and bullets and are doing it just as well as men. It is a very simple machine-tending operation.

~~Then we find~~ women are in a good many places tending gear-cutting machines. There are ~~a great many~~ numerous special purpose ~~machine~~ gear cutters of different kinds on which women do the work as well as men even when the pieces are large, if the cycle of operation is long and if hoists or conveyors are provided. We find that the productivity of women on the machines is as great as that of men, if there is no heavy lifting causing strains and fatigue.

Another job on which we find a great many women is burring ~~with~~ to very fine tolerances. In the aircraft industry especially there is a great deal of burring. They burring is done with files and ~~they burr~~ with small pneumatic tools ~~like~~ such as the dentist uses. I have seen girls ~~working~~ inside castings ~~with~~ using little dental mirrors hunting for the burrs. I have seen ~~girls~~ them burring on parts which weighed as much as 35 to 40 pounds, huge aluminum alloy castings. I asked about the girls lifting these parts. Often the cycle of operation is so long that a girl works for an entire morning or afternoon on ~~a part~~ one piece before it must be lifted. Therefore

it is perfectly feasible to have men or conveyors bringing these parts to the girls who burr and sit while doing it.

If burring is done on magnesium, special precaution is needed because of ~~the~~ its inflammability ~~of the magnesium.~~ In some plants special burr booths have been installed. ~~for burring magnesium~~ They are provided with a curtain of water and down draft which collects all the small particles and draws them away from the operator, so there is no hazard of fire. ~~Wherever burring on magnesium is done there is some fire hazard.~~

~~As you know~~, more and more girls are going into welding. ~~We find girls~~ They are also welders, and spot welding ~~where~~ in which their production is usually greater than that of men. ~~Girls are doing~~ As gas ~~welding~~ welders, ~~using~~ They are acetylene torches cutting armor plate with ease. Girls are doing some welding in shipbuilding, especially on the lighter parts. Actual footage records are kept in ship welding and occasionally we find girls have exceeded the footage records of any man doing the same job. On the other hand, women cannot be ~~used~~ employed on all types of position welding. It is very questionable whether women should be used for overhead welding, when they must lie on their backs and work with their arms up - stretched above their heads. It is very disagreeable, undesirable work and most women lack the physical strength necessary for continued overhead welding.

A great many girls are riveting. In the aircraft plants they are now doing almost all types of riveting, inside and outside the fuselage, crawling up in the small places, driving and bucking rivets, setting up the longerons, the webs and all the parts of the aircraft. In some ~~of the~~ aircraft plants the majority of ~~their~~ the riveters are women.

~~In the assembly departments~~ in many of these plants, especially on the very large ~~plants~~ ones, women are doing all sorts of assembly and subassembly, they are working also on fine assemblies in the electrical departments of aircraft components. ~~They are~~ doing all the

usual electrical assembly jobs that women have always ~~done~~ performed such as laying out electrical harnesses, soldering, weaving them together, doing all types of "spaghetti" work, ~~in electrical assembly.~~ In small arms ammunition women are assembling shells, bullets, little primers. We were in one small arms ammunition plant where they were interested in putting girls on ~~an operation~~ the assembly of ~~assembling~~ primers, that required driving little anvils down into the primer cup. They used a toggle press to do it, and I was asked to decide whether I thought it was a suitable job for a woman. It is a job which a short woman could not do because she does not have the proper reach. If girls at least 5 feet, 6 or 7 inches were put on that job they could reach the lever and pull it down with no strain. The problem is not only ~~can~~ one of whether a woman can be ~~used~~ employed on a particular job, but what type of woman ~~can~~ would be successfully ~~used~~. The height, size, and adaptability of the woman must be considered.

~~We have found~~ There are almost all types of assembly jobs in the aircraft engine plants, but as yet few women have been employed as assemblers, because management has felt women have not had sufficient background in the industry. But as women gain more experience and learn to operate the machines, they should have the opportunity for training and upgrading so they can do some of the assembly work.

We find, of course, a great many women on inspection. Inspection is one of the jobs always first thought of as appropriate for women. Practically all incoming goods and small parts are inspected by women. They use numbering gauges, snap gauges, plug gauges, micrometers, ~~electrolimit gauges~~ comparators, in fact all types of gauges. Women are running Rockwell and Brinnell testing machines and we are told that women are much easier on the diamond points of the machines than men -- diamond parts have to be replaced less frequently on machines operated by women than on those operated by men.

As women gain experience, they can be used as process inspectors, which means inspecting components or parts while they are being processed. If the machine is not performing satisfactorily the inspector has the authority to stop the machine and call for an adjuster.

In the ammunition industries women not only are doing all the final inspection of shells but, they are actually doing some of the proving, that is, shooting the ammunition. The Ordnance Department ~~uses~~ employs women to prove Tommy guns. ~~They~~ Women are employed also ~~use them~~ in proving small arms ammunition. ~~Women~~ They are doing velocity tests and occasionally ~~are doing~~ some of the other hand shooting. Only women with strong nerves and emotional stability should be selected for proving ammunition.

We find a great many women working in factory service of different kinds; as crane operators for example. Managers are very proud of their women crane operators and always assert that they do just as well as men. Recently a superintendent told me that women crane operators ~~whom~~ he had put on, were more satisfactory than any other operators ~~they~~ the plant had ever had. Moreover, they stayed with the company longer. When I asked about their wages I found they were getting 10 percent less than those paid to the men.

Women occasionally are used as guards and in some of the defense plants they carry firearms.

The advisability of using women for pushing angel-buggkes has arisen in one of the ammunition plants. An angel-buggy is a small cart on which are loaded several jars of high explosive to feed the machines which are loading tracers, incendiary bullets, or primer mixtures. The carts are very small and no strain is involved in pushing them. But ~~a~~ hazard ~~always~~ is ~~inherent in the job.~~ If the ammunition should be especially unstable, or if a piece of metal on the floor is struck and detonated, or if somebody should run into the cart, an explosion ~~probably would~~ may result. ~~There is a~~ The question is ~~of~~ whether that job is suitable for women. The answer depends on the basis adopted for ~~deciding suitability of job for women.~~ making the decision. Shall women as well as men take the chances ~~of this kind~~ of losing their lives. There is no strain in this job but it is ~~inherently~~ a dangerous one - hazardous for both men and women.

Women are working in the tool rooms, ~~in the~~ and tool cribs, ~~doing~~ and, in addition, all sorts of clerical service ~~jobs~~. As long as the parts are not too heavy, women are ~~very~~ quite able to do ~~these jobs~~ the work and ~~so~~ do ~~them very~~ it well. More and more women ~~are going into tool grinding. Women~~ are successfully employed ~~being used very successfully for~~ to grind~~ing~~ drills, ~~and~~ bits, and other tools. They are working in production service jobs, as expediters, blue print readers, messengers, and record~~ers of records~~ clerks. It has been customary in the past for factories to use more men than women in their clerical service, but recently women have been taken on in larger numbers, ~~and a great~~ many more clerical jobs could be ~~successfully~~ filled by women.

It seems to me that about the first ~~problem~~ thing that must be done ~~arises~~ when an employer is considering ~~the use of~~ hiring women, or extending the ~~use~~ employment of women, is to draw up job specifications and decide which jobs women can do well, without changes. Then ~~there are~~ the jobs which women can fill with mechanical aid, such as hoists, or special conveyors, or with some extra labor assistance, should be listed. A third group of jobs consists of ~~jobs~~ those which are of questionable suitability ~~for women~~, and which only a few stronger women would be able to fill. Finally, there are the jobs which may be harmful or generally undesirable for women. ~~(Applause)~~

O'Gara, '43
edited + Chief
Copy.

Colonel O'Gara: I am from Headquarters, Army Service Forces. I have a comment of a general nature that I think may be appropriate here. As a matter of fact it may be encouraging to you.

The Secretary of Labor indicated great Armed Services interest in the employment of women when she said that we will have to have nearly three million more women in industry this year. It is not commonly realized that these three million women are those who, for the most part, have not worked in industry before, or who have not worked in manufacturing industry. Also it isn't commonly recognized that with the introduction of these three million women there are a great many employers who have never employed women to any degree on production lines. That brings me down to the thing I have in mind.

I have had no Army experience in the employment of women within the services. I have, however, had some twenty years of experience in the employment of thousands of women in industry. In my experience which ranges from the lowest supervisory job to a top administrative job, the principal stumbling block I have found to the employment of women is a form of inertia, or traditionalism -- a kind of superficial thinking which tends to conclude that women can be employed only in narrow and restricted fields.

I think it is a human fault rather than the fault of industry, and am not arraigning industry any more than any other field of endeavor, but I have found it to be true through many supervisory ranks. To illustrate with an exageration -- If a woman falls downstairs in a plant that hasn't used women before, it is not too difficult to find some supervisors concluding that <u>all</u> women fall downstairs, and therefore they shouldn't be employed, because of the insurance risk!

To get back to Captain Sullivan's remarks. I think all of us must adopt

the policy of insisting that serious consideration be given to the employment of women in jobs where the employer's first natural reaction, and probably his second and third, is "No, it can't be done". It is a traditional attitude and has to be broken down; otherwise we are not going to get anywhere.

One other point that has resulted from my experience. When normal personnel practices -- normal interviewing and training practices, common in well developed personnel departments, are used in selecting and placing a woman, she will, I believe, more often than not do a better job than the young man. The reasons I have found for this fall in three categories. First, she is often more amenable than the young man; second, she is frequently more serious about her job; third, she is almost invariably more conscientious. I think these assets characteristic of the average woman in her job performance.

Therefore, it seems to me that unless we strongly confront industry with its own superficial thinking where we find it, and overcome the resulting attitude, we are not going to get the women that we must have.

File

March 30, 1943

Major S. E. Sufrin
Chief, Labor Standards Section
Industrial Personnel Division
War Department
Washington, D. C.

My dear Major Sufrin:

We appreciated very much your attending the Secretary's Conference on the Employment of Women in War Industries and the valuable contribution which you made to the discussion.

We are now preparing the proceedings of the conference for the mimeographer. I am inclosing the transcript of your remarks, made on March 11. If you care to make any editorial or other changes in this material for the final report, we will be very glad to have you do so and return the transcript to us for incorporation in the proceedings, which we hope to complete within the next few days.

Sincerely yours,

Mary Anderson, Director.

Inclosure
MA:LS:MRC

Asked by Major Sufrin. Thurs. P.M.
His reply.

WOMEN'S BUREAU. APR 5 1943 DEPARTMENT OF LABOR

Miss Anderson: I wonder if we may hear from the War Department about how the exemption procedure has worked out for them.

Major Sufrin: I represent the Industrial Personnel Division of the War Department; Mr. Mitchell was unable to come this afternoon and asked me to bring you his greetings.

On the whole, we have found a very cooperative attitude on the part of the States. The whole question of our relations with the States and with the Department of Labor in relaxation of State laws on one hand and Federal laws on the other has been working out. I should like to point out a little bit about the organization of the War Department, because I think by doing that it will help some of the commissioners. The country is divided into nine Service Commands; each Service Command has a branch called the Labor Branch with a chief. In addition the Supply Services have Labor Officers. The Supply Services, the actual agencies which make the goods or which supervise their contractor's making the goods, are in the first instance charged with the responsibility of seeing that the labor matters are handled properly, from the viewpoint of the War Department.

In some instances, the Supply Services actually have officers who do nothing but concern themselves with labor problems as labor supply, the relaxation of labor laws probably being a secondary problem, on the whole. Certain Supply Services have felt they don't want a man specifically detailed to concern himself with labor problems, but rather they are contracting officers who frequently remain in one plant or divide their time among a few plants, and ~~also~~ act~~ing~~ as a Labor Supply Officer, or the Officer concerned with relaxation of labor laws or certain other labor matters.

Our instructions to the Labor Officers in the field include information with respect to the question of relaxation of labor laws. This question is basically one which is the concern of our contractors. I think it true to say that we hired them to get production. Consequently, if there is a question having to do with the relaxation of a labor law, the contractor should go to the appropriate State agency to see what he can do about getting relaxation. Frequently the State agency says to the contractor that it would like to have some more authoritative statement on this. In those instances the Labor Officer, if in his opinion relaxation is necessary, will go with the contractor or go by himself to the State department to bring the matter to its attention.

We have instructed our Labor Officers not to be capricious in attempting to secure relaxation. We have told them to be sure that there was no available labor supply, or if there was available labor supply the relaxation for a very short time would be very pointless. For example, in my own State of Ohio to pull in 300 women to the Goodrich plant for a period of two days or a week, while some other plant might need them very badly, would be pointless. In those cases we told our Labor Officers to make statements to the State agencies concerning the facts.

The War Department doesn't like to be in the position of bludgeoning somebody. There was an undertone among some of the commissioners that the Department had put some pressures on them. That is not our purpose. What we are trying is simply to inform the State through the contractor, or directly, as to the importance of production and whatever we happen to know about the labor supply. The Commissioner from Ohio, I think, raised the question of mosquito netting.

That occurred in several States at the same time and is an interesting story of not much importance now. That was right before the invasion of Africa and we had orders to see that certain particular items were gotten at a certain time because the troop ships would be leaving. We guessed something was going on in a hot climate; none of us knew what. Several States were requested to relax hours laws for women on that occasion.

In case of military activity you are bound to have certain cases where the War Department doesn't tell the officers getting the job done why the job is being done. I think that is what people mean when they say "he is a good soldier." We just say we have to do it and then do anything to get the job done. But on the whole, there have been very few conflicts with the States and very little misunderstanding. In the past four months since these things have been coming over my desk, I have noted a steady decline in requests for relaxation. Four months ago there were several a week; we now have them very infrequently.

I went through that little story of how our relaxation requests originate and the theory behind it, because the War Department has a fairly well thought out policy on the matter and we try never to act capriciously, never to take over any of the functions which are properly those of the State.

Miss Anderson: Does the War Department feel that this method of relaxation is working out fairly well for them?

Major Sufrin: On the whole, yes.

Thurs. P. M.

Okd by Fisher

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

NAVY DEPARTMENT
EXECUTIVE OFFICE OF THE SECRETARY
WASHINGTON

SOSED-O-Kr-3/22

WOMEN'S BUREAU
MAR 23 1943
DEPARTMENT OF LABOR

22 March 1943.

My dear Miss Anderson:

I am returning herewith, with a few pencil corrections, the transcript of my remarks made at the Conference of the Secretary of Labor on Employment of Women in War Industries. It was a privilege for me to be permitted to address the conference, and I am pleased if my remarks have been of help in meeting the problem.

Sincerely yours,

C. W. Fisher,
Rear-Admiral, U.S.N.,
Director of Shore Establishments.

Miss Mary Anderson,
Director,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Statement ~~Made~~ by Rear Admiral C. W. Fisher concerning State Labor Laws for Women.

Conference ~~of Secretary of Labor on Employment of Women in War Industries.~~

~~March 11, 1943.~~

Miss Anderson. I wonder if we could hear from Rear Admiral Fisher, about how the Navy has gotten along with these standards.

Admiral Fisher. Madam Chairman, ladies and gentlemen, it is a privilege and an honor to address this assembly and I would like to begin by expressing our appreciation of the cooperation that the Navy Department feels and knows it has had from the State labor commissioners throughout the country, and their assistants. Sometime ago, early in 1942, we authorized our Naval representatives in the field - that is, the officers that we call the inspectors of naval material and supervisors of shipbuilding, inspectors of ordnance material, inspectors of aeronautic material, and so forth, to authenticate requests made by Naval contractors for relaxation of State labor laws in those instances where such relaxation appeared justified in the interest of the war effort.

We took particular pains, however, to instruct our representatives that they were to use extreme care in requests for such relaxation so that the practice would not be overdone. Not many such cases have come to the attention of the Office of the Assistant Secretary of the Navy. Prior to this meeting the various bureaus of the Navy Department were asked how frequently they had been called upon to accede to requests for modification of State labor laws and a surprisingly small number of cases was reported. This fact and the experience of my office would indicate that these matters for the most part have been settled satisfactorily on the spot in the field, which is the place where I think most of them should be settled. It may be further concluded that to date

the various State departments of labor must have looked with favor upon such requests as they have in most instances granted certain waivers of State labor requirements, and at the Ninth National Conference on Labor Legislation at Indianapolis, November 17 and 18 last year, a statement was made on the part of the State commissioners of labor concerning the good cooperation of the war agencies with the State departments of labor, and I sincerely trust that this happy state of affairs will continue. The request most frequently made, from the information at my disposal, is for permission to work women beyond the hours provided for in the various State laws. The need to work women on at least two shifts has been the cause for an abundance of such requests.

Requests for permission to work minors perhaps rank second in number. Sunday work in a majority of States has been held during the existing war period as necessary work and hence the restrictions prohibiting Sunday work have been practically universally modified or temporarily at least read out of the law. Another provision found in many State laws is the mandatory requirement for one-day's-rest-in-7. Most of the State labor commissioners have waived this provision providing proof was shown that no other work schedule would keep production at a necessary maximum. We have no intention of requesting or suggesting any blanket relaxation of specific State labor law, for one reason, because information is lacking now to us concerning a sufficient number of cases upon which to determine any definite, sensible, reasonable pattern; and in my opinion the best approach from now on is to continue our present methods and attain thereby sufficient flexibility so that that necessary - and I want to emphasize necessary - relaxation can be obtained in specific critical instances.

As to women working at night, I agree that this is undesirable, but war is also undesirable and I have seen statements to the effect that the women of this country are perhaps fully as able to take care of themselves at night as are their brother workers of the male sex. The necessary increase in our armed forces we recognize is causing more and more women to go into industry and to join the war production lines. We sincerely trust that the hours and conditions of work of women may be kept within reasonable bounds, but if the war should make it necessary - which God forbid - I have sufficient respect for the patriotism and the physical stamina of the ~~people~~ women of America to believe that the glorious ~~stamina of~~ pattern set by the people of Russia can be matched by our own women.

Miss Anderson. Thank you very much. We might say as far as ~~the~~ night work is concerned, it was generally understood by the commissioners of the States, I think, that the night work laws for adult women would be waived in war industries upon application to labor commissioners. Wherever there are three shifts, women are working on the night shift the same as the men.

Miss Stitt. May I ask Admiral Fisher a question? Do I understand from what you said that the 48-hour week and the 8-hour day standards have worked satisfactorily when exemptions have been granted by the State commissioners? Has that procedure worked satisfactorily for the Navy?

Admiral Fisher. I did not make any such specific statement.

Miss Stitt. These are the standards that have been recommended - 8 and 48 - and endorsed by the Navy Department. I am wondering if these standards have met your needs, when relaxation has been granted in specific cases where emergencies have arisen.

Admiral Fisher. That is a very difficult question for me to answer because I don't think there is any standard pattern of definite hours of work among the private contractors, nor in our own Navy yards, and among the private contractors

that are working for the Navy. They vary all over the lot. Some of our contractors work less than 40 hours. ~~Some~~ Most of our contractors work a great deal more than that, and ~~we measure generally speaking and~~ endeavor to measure the necessity for work on the basis of war requirements for production. We hope we do it as wisely as possible. We realize fully that the final decisions are absolutely in the hands of a labor commissioner of a State and the government and legislature of a State. ~~We feel~~ We present our case as we see it, and feel that we have no right to coerce or otherwise urge, except by a statement of fact and necessity, as we see it, and we are perfectly willing to abide by the decision of the States.

As to this 8-hour and 48-hour standard, most of my work very naturally is concerned with the shipbuilding industry, not only am our Navy yards but in our private shipyards, and women are being introduced at an increasingly rapid rate in ~~the~~ shipbuilding, as we all know. But as yet the proportion is quite small, most of them being office workers, but they are coming in in increasing numbers as all sorts of mechanical help and in laboring trades and occupations. Nobody as yet has succeeded in getting an ~~agreed~~ agreement upon a satisfactory standard of 8-hour shifts versus 9-hour shifts, or versus 10-hour shifts, if you will, or one day of rest in 7, or one day off every two weeks, but we are constantly endeavoring to attain the standards that were agreed to by the eight Government departments that the Chairman spoke of in her opening remarks.

We have by no means reached that point yet, in my opinion. I am afraid that is, as I started out by saying, a rather unsatisfactory answer because it is not specific.

Miss Stitt. My point was, though, if the States are granting exemptions for emergencies, as Mr. Connolly and Mr. Strain said they were doing in their States, does that meet the need of the shipbuilders?

Admiral Fisher. That is all we have ever asked; that is all that I hope we ever will ask, and putting it another way, there is absolutely no intention, that I know of, to ask any change in any law, except for the possible change in some State laws that do not allow now the discretion in the Commissioner of Labor or Director of Labor.

Miss Stitt. The Navy would not ask that a basic law be changed to extend the basic h urs beyond 48 if the Labor Commissioner —

Admiral Fisher. I think I can go farther than that and say the Navy would join you in resisting it.

Miss Stitt. Providing the State Commissioners had authority to authorize or issue exemptions in times of emergency, you would stand with the Labor Commissioners on the 48-basic legal week?

Admiral Fisher. Yes.

Miss Stitt. Thank you very much.

Files

March 16, 1943

Rear Admiral C. W. Fisher
Room 2030
Navy Department
Washington, D. C.

My dear Admiral Fisher:

We appreciated very much your attending the Secretary's Conference last week and the contribution that you made to the discussion of State labor legislation for women. We are preparing the record of the conference, and I am writing to ask if you would be good enough to examine the inclosed transcript of your remarks and make such editorial changes in it as you care to. This will eventually become part of the proceedings of the conference. Again may I thank you for your cooperation.

Sincerely yours,

Inclosure

Mary Anderson, Director.

Files

March 16, 1943

MEMORANDUM

To: Miss LaDame, Room 3136

From: Mary Anderson

Re: Resolutions Adopted at the Conference on the Employment of Women in Wartime.

On Friday afternoon, March 12, 1943, the Conference unanimously adopted the two attached resolutions relating to the maintenance of hour standards for women in both war and civilian industries.

MA:LS:MNG

This memo was sent to the following:

LaDame
Dodson
Lenroot
McConnell
Beyer
Zimmer
Hinrichs
Davenport
Levy
Seitz
McComb

11 people

March 17, 1943

Mr. L. C. Holmes, Chairman
Industrial Commission
Capitol Annex Building
Phoenix, Arizona

My dear Mr. Holmes:

On March 11 and 12, 1943, the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of the employment of women in wartimes. One of the most important matters considered by the conference was the question of long hours for women workers.

Two resolutions relating to working hours were unanimously adopted, Copies of these I am inclosing. If you would like to have additional copies for distribution in your State, we will be very glad to furnish them.

Sincerely yours,

Inclosures
MA:LS:MNG

Mary Anderson, Director.

The above letter was sent to the following States and people:

Arizona - Geare and Holmes
Arkansas McCain & McKinley
California - Scharrenberg & Brewster
Colorado - Brannaman & Lee
Illinois - Murphy & Coleman
Kansas - Kennedy & Lundgren
Louisiana - Harvey & Poncet
Minnesota - Williams & Burton
Missouri - Traylor, Beach & Walsh
Nebraska - Olsen
Nevada - Gibson
Oregon - Kimsey
Utah - Grover & Knapp
Virginia Hall & McMahon
Washington - Harlin & Noble
Wisconsin - Wrabetz, Frye, & Swett

Files

March 16, 1943

MEMORANDUM

To: The Secretary

From: Mary Anderson

Re: Resolutions Adopted at the Conference on the Employment of Women in Wartime.

On Friday afternoon, March 12, 1943, the Conference unanimously adopted the two attached resolutions relating to the maintenance of hour standards for women in both war and civilian industries.

Files

March 15, 1943

Wage and Hour Division
U. S. Department of Labor
165 West 46th Street
New York, N. Y.

Attention Mr. Winslow

Gentlemen:

At the request of Mr. McComb I am enclosing a copy of the resolutions adopted by the Secretary's Conference, March 12, 1943, along with a covering statement, both of which are to be mimeographed and widely distributed.

Sincerely yours,

Enclosures

Mary Anderson, Director.

MA:LS:MEC

March 20, 1943

Dr. J. W. Dugger, Director
Bureau of Industrial Hygiene and Factory Inspection
Jackson, Mississippi

My dear Dr. Dugger:

On March 11 and 12, 1943, the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of the employment of women in wartimes. One of the most important matters considered by the conference was the question of long hours for women workers.

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Sincerely yours,

Mary Anderson, Director.

Inclosures
MA:LS:PO

March 20, 1943

Commissioner
Department of Labor
State Office Building
Columbia, S. C.

My dear Commissioner:

On March 11 and 12, 1943, the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the Problems of he employment of women in wartimes. One of the most important matters considered by theconference was the question of long hours for women workers.

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Sincerely yours,

Mary Anderson, Director

Inclosures
MA:LS:PO

March 20, 1943

Mr. Forrest H. Shuford, Commissioner
Department of Labor
Raleigh, N. C.

My dear Mr. Shuford:

On March 11 and 12, 1943, the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of the employment of women in wartimes. One of the most important matters considered by the conference was the question of long hours for women workers.

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Sincerely yours,

Mary Anderson, Director

Inclosures
MA:LS:PO

March 20, 1943

Mr. William C. Burrow, Commissioner
Department of Industrial Relations
Frankfort, Ky.

My dear Mr. Burrow:

On March 11 and 12, 1943, the Secretary held a regional conference of Labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of the employment of women in wartimes. One of themost important matters considered by the conference was the question of long hours for women workers.

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Sincerely yours,

Inclosures
MA:LS:PO

Mary Anderson, Director.

March 20, 1943

Mr. W. A. Pat Murphy, Commissioner
Department of Labor
State Capitol,
Oklahoma City, Oklahoma

My dear Mr. Murphy:

On March 11 and 12, 1943, the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of the employment of women in wartimes. One of the most important matters considered by theconference was the question of long hours for women workers.

Two resolutions relating to working hours were unanimously adopted. Copies of these I am inclosing. If you would like to have additional copies for distribution in your State, we will be very glad to furnish them.

Sincerely yours,

Inclosures
MA:LS:PO

Mary Anderson, Director.

March 20, 1943

Mr. Thomas R. Hutson, Commissioner
Department of Commerce and Industry
Indianapolis, Indiana

My dear Mr. Hutson:

On March 11 and 12, 1943, the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of the employment of women in wartimes. One of the most important matters considered by the conference was the question of long hours for women workers.

Two resolutions relating to working hours were unanimously adopted. Copies of these I am inclosing. If you would like to have additional copies for distribution in your State, we will be very glad to furnish them.

Sincerely yours,

Inclosures
MA:LS:PO

Mary Anderson, Director.

March 20, 1943

Mr. Charles W. Harness, Commissioner
Bureau of Labor
State House
Des Moines, Iowa

My dear Mr. Olsen:

On March 11 and 12, 1943, the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of the employment of women in wartimes. One of the most important matters considered by the conference was the question of long hours for women workers.

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Sincerely yours,

Mary Anderson, Director.

Inclosures
MA:LS:PO

March 20, 1943

Mr. Frank Langley, Chairman
Industrial Accident Board
Boice, Idaho

My dear Mr. Langley:

On March 11 and 12, 1943, the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of the employment of women in wartimes. One of the most important matters considered by the conference was the question of long hours for women workers.

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Sincerely yours,

Mary Anderson, Director.

Inclosures
MA:LS:PO

March 20, 1943

Mr. Roy Sheer, Commissioner
Department of Labor and Statistics
Cheyenne, Wyoming

My dear Mr. Sheer:

On March 11 and 12, 1943 the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of the employment of women in wartimes. One of the most important matters considered by the conference was the question of long hours for women workers.

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Inclosures
MA:LS:PO

Mary Anderson, Director.

March 20, 1943

Mr. Charles Sattler, Commissioner
Department of Labor
Charleston, West Virginia

My dear Mr. Sattler:

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Sincerely yours,

Inclosures
MA:LS:PO

Mary Anderson, Director

March 20, 1943

Mr. John R. Reed, Commissioner
Bureau of Labor Statistics
Austin, Texas

My dear Mr. Reed:

On March 11 and 12, 1943, the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of the employment of women in wartimes. One of the most important matters considered by the conference was the question of long hours for women workers.

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Sincerely yours,

Inclosures
WA:LS:PO

Mary Anderson, Director.

March 20, 1943

Mr. S. E. Bryant, Commissioner
Department of Labor
Cotton States Building
Nashville, Tennessee

My dear Mr. Bryant:

On March 11 and 12, 1943, the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of theemployment of women in wartimes. One of the most important matters considered by the conference was the question of long hours for women workers.

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Sincerely yours,

Inclosures
MA: S:PO

Mary Anderson, Director.

March 20, 1943

Mr. Leo A. Temmey, Industrial Commissioner
Office of Industrial Commissioner
Pierre, S. D.

My dear Mr. Temmey:

On March 11 and 12, 1943, the Secretary held a regional conference of labor commissioners of 13 eastern States and the District of Columbia to discuss the problems of the employment of women in wartimes. One of the most important matters considered by the conference was the question of long hours for women workers

Two resolutions relating to working hours were unanimously adopted. Copies of these I am inclosing. If you would like to have additional copies for distribution in your State, we will be very glad to furnish them.

Sincerely yours,

Mary Anderson, Director.

Inclosures
MA:LS:PO

Complete set.

U. S. Department of Labor
Women's Bureau
Washington

March 15, 1943.

Dear Friend:

The work of women will be a major factor in winning the present war ---- that is it will be, if we act wisely. The job of producing enough weapons and food to defeat our enemies will be a long, hard pull. Women are entering the mills and factories with enthusiasm and eager determination to do their share. They are filling some of the most exacting and painstaking jobs in all industry and they are working steadily and efficiently and producing the goods.

They will continue to do so, if we have the wisdom to insist that they be employed under conditions that will protect their health and preserve their strength. If we do not, we jeopardize our whole cause. Health will suffer, women will be forced to drop out of industry, production will fall off. Alarming disregard of the work standards that we know are essential to the protection of the health of women workers is being practiced in some quarters and advocated in others. This short-sighted policy must be checked. Our men at the front must have equipment, our women must help produce it. This they can do only if employed for hours that do not undermine their health and strength. Eight hours a day, six days a week under our mass production system is a long time to comply with the demands of a machine or factory. It is a period which should not be exceeded in the case of women workers, except when the pressing needs of our boys at the front make exceptions temporarily necessary.

As a result of the war, women workers are being drained from the service and other civilian industries. Labor is scarce and should be utilized where it is most urgently needed. Pleasure driving has been banned in order to conserve rubber and gasoline for the prosecution of the war. Precious labor now being used to provide peace-time comforts and luxuries for civilians will also have to be conserved. Certain it is that the health of women workers must not be sacrificed through the employment for long hours to provide the civilian population with nonessential, peace-time services, or to assure the continuance of business as usual.

These matters were seriously considered at a recent conference on the employment of women in wartime called by the Secretary of Labor. Resolutions expressing the conclusions of the conference on this important subject are attached. May I urge your support in promoting the observance of the standards embodied in these resolutions? The times are critical and the cooperation of all is required if labor standards necessary to women's health and the war production are to be maintained.

Sincerely yours,

Mary Anderson

Mary Anderson, Director.

Resolution Unanimously Adopted at Conference on Employment of Women in Wartime Called by Secretary of Labor

March 11 and 12, 1943

Whereas millions of women are being employed in industry today and millions more must be employed in the coming year if adequate materials to meet the needs of our armed forces are to be produced; and

Whereas the maximum output of women workers depends upon the maintenance of their efficiency and health; and

Whereas statistics show that sickness rates are much higher for women workers than for men; and

Whereas experience has proved that long hours and unwholesome working conditions constitute the main cause of sickness and absenteeism; and

Whereas this conference of commissioners and officials of State labor departments and the District of Columbia meeting together in Washington for two days, March 11 and 12, 1943, has considered means by which the employment in war and civilian industries may most effectively be utilized; and

Whereas representatives of the War and Navy Departments attending these meetings have testified to the necessity of maintaining reasonable hour standards incorporated in existing State legislation and have asked only that exceptions be made in emergencies created by the urgency of the war effort: Therefore be it

Resolved, That this conference go on record as continuing to endorse the standards of hours of employment which have been consistently adopted by conferences during the past year between State labor commissioners and representatives of the U. S. Departments of Labor, War, Navy, and other Federal agencies, namely:

The State laws and regulations embracing the following basic principles should be preserved except where modification may be necessary during the war period to insure maximum production:

1. A maximum 48-hour week.
2. An 8-hour day.
3. One day of rest in seven.
4. Adequate rest and meal periods.
5. Adaptation of hours of work and working conditions to the age and sex of the worker, except that there must be no relaxation or modification of standards governing the employment of minors under 16.
6. Proper safeguards for health and safety.
7. The same wage rates for women as for men.

Resolutions Unanimously Adopted by Secretary's Conference on Employment of Women in War Industries

Whereas, millions of women are being employed in industry today and millions more must be employed in the coming year if adequate materials to meet the needs of our armed forces are to be produced;

Whereas, the maximum output of women workers depends upon the maintanance of their efficiency and health, and

Whereas, statistics show that sickness rates are much higher for women workers than for men;

Whereas, experience has proved that long hours and unwholesome working conditions constitute the main cause of sickness and absenteeism; and

Whereas, this conference of commissioners and officials of State labor departments and the District of Columbia meeting together in Washington for two days, March 11 and 12, 1943, have considered means by which the employment in war and civilian industries may most effectively be utilized; and

Whereas, representatives of the War and Navy Departments attending these meetings have testified to the necessity of maintaining reasonable hour standards and incorporated in existing State legislation and have asked only that exceptions be made in emergencies created by the urgency of the war effort,

Be it resolved that this conference go on record as continuing to endorse the standards of hours of employment which have been consistently adopted by all previous conferences during the past year between State labor commissioners and representatives of the U. S. Departments of Labor, War, Navy, and other Federal agencies:

Resolution Unanimously Adopted at Conference on Employment of Women in Wartime Called by Secretary of Labor

March 11 and 12, 1943

Whereas millions of women are being employed in industry today and millions more must be employed in the coming year if adequate materials to meet the needs of our armed forces are to be produced; and

Whereas the maximum output of women workers depends upon the maintenance of their efficiency and health; and

Whereas statistics show that sickness rates are much higher for women workers than for men; and

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5. Adaptation of hours of work and working conditions to the age and sex of the worker, except that there must be no relaxation or modification of standards governing the employment of minors under 16.
6. Proper safeguards for health and safety.
7. The same wage rates for women as for men.

Resolution Unanimously Adopted at Conference on Employment of Women in Wartime Called by Secretary of Labor

March 11 and 12, 1943

Whereas the health and well-being of women employed in civilian industries is as essential to our National wartime economy as is that of workers engaged in war industries; and

Whereas long hours and poor working conditions in civilian industries lead to sickness and absenteeism: Therefore be it

Resolved, That peacetime standards of hours and conditions of work be not relaxed in these industries in order to provide conveniences, goods, and services for war workers and civilians which in peacetime may be desirable but in time of war are not truly necessary to our well-being; and be it

Resolved further, That if, in order to provide for the basic subsistence needs of war workers and civilians, a relaxation of State labor laws may be necessary, such relaxation be granted only in those areas in which critical labor shortages exist; moreover, be it

Resolved further, That in such areas of extreme labor shortages relaxations be permitted only for the production of goods and services necessary to provide for the basic minimum subsistence needs of war workers and the civilian population, and that definite standards be established for determining the need for such relaxation.

Resolutions Unanimously Adopted by Secretary's Conference on Employment of Women in War Industries

Whereas, millions of women are being employed in industry today and millions more must be employed in the coming year if adequate materials to meet the needs of our armed forces are to be produced;

Whereas, the maximum output of women workers depends upon the maintanance of their efficiency and health, and

Whereas, statistics show that sickness rates are much higher for women workers than for men;

Whereas, experience has proved that long hours and unwholesome working conditions constitute the main cause of sickness and absenteeism; and

Whereas, this conference of commissioners and officials of State labor departments and the District of Columbia meeting together in Washington for two days, March 11 and 12, 1943, have considered means by which the employment in war and civilian industries may most effectively be utilized; and

Whereas, representatives of the War and Navy Departments attending these meetings have testified to the necessity of maintaining reasonable hour standards and incorporated in existing State legislation and have asked only that exceptions be made in emergencies created by the urgency of the war effort,

Be it resolved that this conference go on record as continuing to endorse the standards of hours of employment which have been consistently adopted by all previous conferences during the past year between State labor commissioners and representatives of the U. S. Departments of Labor, War, Navy, and other Federal agencies:

That State laws and regulations embracing the following basic principles should be preserved except where modification may be necessary durin ghe war period to insure maximum production:

1. A maximum 48-hour week
2. An 8-hour day
3. One day of rest in seven
4. Adequate rest and meal periods
5. Adaptation of hours of work and working conditions to the age and sex of the worker, except that there must be no relaxation or modification of standards governing the employment of minors under 16
6. Proper safeguards for health and safety
7. The same wage rates for women as for men.

William L. Connolly
Rhode Island

John W. Gibson
Michigan

Whereas, the health and wellbeing of women employed in civilian industries is as essential to our National war-time economy as is that of workers engaged in war industries; and

Whereas, long hours and poor working conditions in civilian industry lead to sickness and absenteeism;

Be it resolved that peace-time standards of hours and conditions of work not be relaxed in these industries in order to provide conveniences, goods and services for war workers and civilians which in peace time may be desirable, but which in time of war are not truly necessary to our wellbeing,

Be it further resolved, that if, in order to provide for the basic subsistence needs of war workers and civilians, a relaxation of State labor laws may be necessary, such relaxations be granted only in these areas in which critical labor shortages exist,

Moreover be it further resolved that in such areas of extreme labor shortages, relaxations be permitted only for the production of goods and services necessary to provide for the basic minimum subsistence needs of war workers and the civilian population, and that definite standards be established for determining the need for such relaxation.

William L. Connolly

Rhode Island

Thurs. A. M.

CONFERENCE ON EMPLOYMENT OF WOMEN IN WAR INDUSTRIES

March 11 and 12, 1943

Thursday Morning Session

Secretary of Labor, Presiding

10.00 o'clock

The Secretary. I want first to tell you how gratified we are that so many of you from the States, where you have ~~industrial~~ problems, ~~and particularly problems~~ having to do with the entrance of women into industry and the training ~~of women for industry,~~ have found it possible to come today, ~~and~~ to discuss with us some of the problems ~~which are already being faced~~ with regard to the entrance of ~~women into~~ industry, and some of the problems which we can ~~foresee~~ will face us in the next few months and in the next year. ~~One should not, I think, take much of the previous time of these two days to bemoan the problems which we face or to think of them as insuperable. Rather~~ We should face the problems honestly and quickly and then devise the techniques for solving them. Let us look at the hurdle but ~~don't~~ NOT groan; let us prepare by our joint activity ~~and our joint thinking~~ ways to get over this hurdle. ~~If it is difficult to recruit women~~ for industrial life beyond those who are normally in the labor market, all right, let's face it, but let us also at the same time think of the technical and detailed ways by which we can recruit more of them, and let's be quite practical about it. If it has been difficult to maintain a steady attendance among women workers, let's not hide that fact. ~~Those of~~ You ~~who are here~~ are practical people who work with industry all the time, and ~~who~~ are particularly familiar with the problems of women workers. If their absentee rate is high, let us admit ~~and~~ search for the causes and ~~see what we can~~ devise ~~as~~ methods of overcoming that absenteeism ~~which we know grows out of the peculiar problems of women workers~~.

There are many things which can be done, and one of these we want to do today, that is to share with each other our knowledge of some of the things which have already been done to attract women into industry, to train women for industry, to adapt them to industrial life, and at the same time to help overcome their tendency to minor illness, to fatigue, and to irregularity of attendance. Let us try to help them as individuals, and also help to improve the conditions which lead to illness and to minor fatigue. If women are more subject to absenteeism than are men, we know that women have more outside responsibilities, more problems to face than men. They are more subject to fatigue than are men. They are less accustomed to industry. They are now entering industry from groups who have never worked in industrial life and they have not yet acquired the work habits which help them over these crises. They are perhaps being asked to do jobs that were never designed for women and which put peculiar physical strains on them. It is that adaptation of the job to the woman and of working conditions to women's needs generally which we are, I think, privileged to help solve and which I am sure you all have been thinking of. I am sure that you have in the last few months heard a good deal about certain unusual industrial accidents which women have suffered. A large proportion of women's accidents are in the slip, fall and stumble categories. The safety suits which we saw in the other room all had with them a pair of shoes, and those shoes are devised particularly to help women prevent their slip, falls, and stumble accidents, to which they are so prone. Perhaps this type accident looms largest among women because they are not in general employed in the heavy industries and on the heavy work where the great majority of the more serious accident to which men are exposed occur. Foremen everywhere tell us, however, that one of the offsets to this tendency to minor accident which women

have is that they do what they are taught to do, not only because they are shrinking females, but because they are new in the industry and don't believe that they know everything about it. They will, therefore, do what the foreman tells them to do and if he tells them to put their finger there, they put their finger there. They are not as inclined, as are men, to experiment with new and "better" ways of doing the same job. For that reason they have a natural protection against the type of machine accidents that is so devastating to men.

4 You have heard, ~~of course~~, for many months the question, "How many women workers are we going to need in the next 12 months?" It might not do us any harm to review the problem and see what it is. From the beginning of the National defense period, which was in the late spring of 1940 down to the fall of '42, the main source of our new labor supply in the United States was a large pool of unemployed workers, ~~which we still had~~. In the spring of 1940 it was estimated that there were a little more than 8½ million unemployed men and women, a very sizable pool. At the present time there are less than 1½ million unemployed. It is probable that of that number only a few are really available for industrial work. The reduction in the numbers of the unemployed workers, you must remember, was more than the total increase in the size of the armed forces, accordingly there has been ~~really~~ a tremendous absorption of the unemployed into our industrial life, but even during this period ~~of, we will say,~~ from the spring of '40 to the autumn of '42 we were dependent upon an increase in the number of women in the labor force for our success in expanding industrial employment.

Non-agricultural employment expanded from about 36 million in the late spring of 1940 to more than 42 million by the fall of 1942. Male employment increased barely 10 percent, because such a high proportion of the males had been drawn off into the armed forces at that time. So while the employment of males in that period increased by 10 percent, the employment of females ~~in that period~~

increased by 33 1/3 percent. Between December '40 and December '42 there was an increase of three million women workers in our civilian labor force. Women constituted less than a quarter of our civilian force in December '40 and nearly a third of our labor force in December '42. It is apparent that the character of our labor force already has changed, and in this period we have learned a great deal about the effective use of women workers.

The number of women entering the labor force normally increases ~~as~~ from year to year in our industrial history. Due to the growth of population and the coming of working age of our young people, we expect in peacetime ~~years~~ an increase of about 300,000 women per year in the labor force. The total increase of women in the labor force from December '40 to December '41 was about 1,300,000; that is one million more women entered the labor force in that year than ordinarily would have entered in peacetimes. The total increase from December '41 to December '42, was 1,700,000, which is 1,400,000 more than the ordinarily anticipated increase. ~~Whereas normally we would expect an increase of about~~ 400,000 in the number of women engaged in homemaking or attending school, the number decreased by about a million in 1942. This decrease was about evenly divided between homemaking and students.

The increase in the number of women engaged in the war industries has been especially striking. Reports to the Department indicate that there has been an increase of about 20 percent in the number of women wage earners engaged in the manufacturing industries. The increase in the number of women employed in the durable goods industries, which are the heavy war industries, amounted to 90 percent, so there has been a very large increase in that particular class of heavy industries. About 250,000 of these, or a quarter of the number employed in the durable goods industries, were in the establishments engaged in

the manufacture of airplanes, ships and tanks. So a change in the employment habits of those three heavy industries has taken place. ~~We are finding very considerable increase in the number of women who are working~~, apparently with ~~effectiveness~~.

During 1943 we must look forward to an accentuation of all of these trends with perhaps one notable difference. The number of persons unemployed has now been reduced to minimum dimensions. We will not be able to draw any considerable number of people from the pool of the unemployed to fill the labor force needs of 1943, and at the same time we must replace males drawn into the armed forces in increasing numbers. The employment needs for 1943 can be pretty easily summarized. ~~They are pretty well known today~~.

There will be a large expansion of employment in the munitions industries and ~~a particularly large expansion~~ in establishments engaged in the manufacture of airplanes. There will be some further expansion in the war agencies of the Government, especially in the civilian establishments of the War and Navy Departments. There will be a slight expansion of employment in the fields of transportation and public utilities. These increases in civilian employment will be balanced by decreases in employment. The largest decrease anticipated will be in the field of construction, where not many women work, and where considerable numbers of men over military age do work. That group will be very largely drawn on to replace persons in what are now known as mechanical lines. Mechanics in the building trades industries have natural mechanical aptitudes and some training and many of them a good deal of skill. Therefore they are very easily trained for any of the machine operations or mechanical work necessary. That group will provide a very large addition to the skilled male labor forces.

Some decreases are to be expected also in the manufacturing industries, particularly where there are shortages of raw materials. Many of you recognize that these shortages are being artificially created by putting priorities on those materials which go into war goods, thus shrinking the supply available for the manufacture of civilian goods made of those same materials. There will be some reduction in employment in that type of enterprise. ~~There will be further~~ significant decreases in employment will occur in what is known as trade and in various forms of self-employment. ~~I don't need to point out to you what those are. You know them only too well, all the little people who live by their wits in one way or another by selling something or making small articles by hand.~~ The semi-professional type of activity will be shrunk more and more, and it is anticipated that large numbers of people from this field will go into the war industries and into the civilian departments of the Army and Navy and other Government agencies where they will be needed to replace younger men drawn into the armed forces.

There probably will be also a shrinkage in casual labor and domestic service, because persons doing that kind of work are needed for other sorts of employment, and it is probable that ~~there will be a slight decrease in~~ employment in the service industries will decrease slightly. These declines of employment are almost inevitable. Whether or not it will be necessary to curtail civilian employment further ~~in order to achieve the necessary expansion of the armed forces~~ will depend almost entirely upon the success ~~that~~ we have in recruiting and training a sufficient number of new workers to offset the anticipated increase of nearly 4 million people in the armed forces. There are still a small number of males who can be drawn into both the labor force and armed forces. Under the 18-year-old draft we shall draw a number of students, as you know, for the military forces. There is also a small margin of older male workers who can be drawn

into the labor force or kept from retiring when they reach a normal retirement age. But in spite of all this, at least two and three-quarters millions of the new workers must be women.

That seems to be the dead level we must expect from the 1943 recruitment of workers for industry; two and three-quarters million women to step forward and say that they will undertake some kind of industrial employment.

You notice this increase in the number of women in the labor force is at least 1 million greater than was the increase achieved in 1942. So that we must not only duplicate what we did last year in recruiting and training women, but we must add 1 million more to those who were recruited and trained. I think myself that it is going to be easier to get the necessary women the second year than it was the first year. ~~In the first place,~~ Because Sally is already working in the airplane factory, it is not so difficult for Jenny and Mary to overcome their shyness and go in too. ~~That is, they follow their friends~~.

Also, training techniques have been established. It is not now so hard for a girl who never did industrial work to get started in a factory, because there is now a place where she can get her preliminary training. There are vestibule schools, there are organized personnel offices in the great factories ~~which have employed~~ with women interviewers who are attempting to adapt and adjust the jobs to the women they hire. In other words, that plowing of the first furrows has already been done. Industry is better prepared to receive women, just as we are better prepared to recruit women, than we were two years ago or even a year ago, ~~so that I think the effort will not be so great as it was then.~~

Also the increase in the number of men in the armed forces has brought to the women of a large number of families the desire to help provide the supplies for the armed troops. ~~But it must be remembered~~ the number of the women drawn into industry annually in peace times from among the so-called home makers, is only 300,000. It is probable that at least a quarter of a million, and perhaps half a million, of the new women who must come into industry this year will be girls who will leave school and college, ~~to go into industry~~. That is a large number to come from this source, but the fact ought to be faced. In the event of a true national emergency an even larger number of workers may have to ~~might~~ be recruited from ~~school girls, college~~ girls and boys who are now in school. But to do that would very seriously affect the future supply of skilled workers and the supply of people who are competent to take supervisory jobs, both in the armed forces and in the civilian industrial forces. We must look ~~primarily to~~ forward to ~~the home makers of the country to supply~~ stepping up this figure to at least 2 million and possibly 2½ million ~~of the additional workers~~ in 1943.

Because job opportunities are concentrated in urban areas, the bulk of ~~the~~ additions to the labor force must come from home makers who reside in the non-farm areas. There is no reason why the farm girls could not do industrial work, but there is no place for them to live, as you know, in these great urban centers. So crowded has housing become that it is desirable to recruit women from those who live in the community where the work is to be done. To comfort ourselves, however, we must realize that nearly 12,000,000 women are classified as home makers, having no other occupation, and without children under 16 years of age, and who reside in the non-farm area, that is in cities and towns or on the outskirts of industrial areas. The majority of these women are under 45 years of age. In this conference, however, I think we ought to say that the popular prejudice among industrialists against women over 45 should be removed.

One of the things which the Army and Navy personnel have testified to is that in the arsenals and other government establishments where women work, following Miss Anderson's solid advice of a year ago, a specialty is made of employing women over 40 and 45. ~~Moreover, they have found themselves greatly rewarded by~~ These personnel officers have found these sensible, practical older people ~~who~~ are not absent, nor tardy, and ~~who~~ are strong and vigorous and able to do the work they have undertaken to do. So the industrial prejudice against persons over 45, ~~I think~~, we ought to be able to remove.

On the basis of overall statistics I suppose we have to take into account also 10,000,000 women in the non-farm areas who have children under 16. Some of those are available for work and will want to be ~~available for work~~, but ~~that~~ their employment will depend entirely upon the development of proper day care both for nursery age and school age children. Now I myself am not one of those who think there is any possibility of greatly increasing the labor supply by putting a large number of young women with young children to work in factories and hiring other women to take care of their children. I don't believe there is any great saving of manpower, except in a few rare cases where women possess exceptional skills. I don't believe that in the long run ~~we~~ get as good a training and health development ~~of the~~ children as ~~you~~ do when their own mothers take care of them.

If we meet the program which I have been outlining, over 35 percent of the women in the United States 16 years of age and over will be in the labor force. We say "will be." We mean we expect them to be. When we get the number down to a definite figure like that, and can say that in every urban community where there is a shortage of manpower, ~~that~~ every women in this community 16 years and over ought to examine her conscience to see if she is not among the third who ought to be working in industry, I believe we can expect the women to respond.

In England you will remember that about 40 percent of the women over 14 are already in the labor market. There is a higher percentage in England by virtue of the fact that the majority of children 14 years of age and over are in the labor force rather than in school. I should mislead you, however, if I gave the impression that the job can be done easily. In the first place in calculating the needs for additional labor, and the possibility of recruiting it we have assumed that the work week will be lengthened, and that women will gladly present themselves for this kind of work. In the second place, we have assumed that the increases in efficiency with which labor is used in manufacturing, either in munitions or in the other lines of production will not decline. This means continual struggle, as you know, to train new workers, to train new supervisors, and to maintain the standard of production. Finally, we have assumed that women will be willing to take jobs in industries essential to the maintenance of our civilian population, but which lack the glamor attached to the manufacture of airplanes and tanks. If women are unwilling to take the jobs in laundries and restaurants and cafeterias, in dry cleaning establishments, in textile mills, and food processing establishments, we shall have both less employment and less production than is anticipated in our studies. This is one of the things that women really have to face very conscientiously. They will have to work in some of these less interesting occupations. Of course one of the difficulties of engaging in that kind of work is not only that it lacks the glamor of a great service, but that the wages are characteristically lower than they are in heavy manufacturing.

These are all national problems but in addition there are also acute problems that arise because of the geographical concentration of the demand for additional workers. It seems as though it would be relatively simple to recruit about 10 percent of the non-farm home makers for jobs. Less than one-third of these, however, are living in the tight labor market areas, and in those tight labor market areas practically all of them - not a third or 10 percent but practically all of these non-farm home makers -- will have to go into the factories.

If we are going to get as many women as we need into the labor market in those areas we will have to employ almost every woman under 45 who does not have children under 16, ~~so~~ those of you who come from the tight labor market areas (~~and I know that many of you do~~) have to study that problem and find ways to recruit all of the women without children under 16. This does mean, of course, serious readjustments in the ways of family life ~~and family responsibility~~. It is a part of the duty of the commissioners of labor and heads of divisions of women in industry in all the States to solve those problems in cooperation with the women themselves and ~~in cooperation with~~ the community organizations which exist to assist with the solution of civilian problems.

I believe that the people will come forward voluntarily for the kinds of jobs that have to be done, But so far there is no community in the United States that has achieved this full utilization of its potential labor supply, and this is ~~what~~ the problem much which this conference is concerned ~~about~~. With you who are operating in the States and ~~who~~ work in close cooperation with us in the planning of working conditions for women [~~and the adaptation of industry to women,~~] and who want women to have good jobs and good pay and good conditions under which they can work, without injury to their health or neglect of their families, there rests a major responsibility and one which I know you will successfully meet.

We here in the Department of Labor stand ready at all times to be of ~~any~~ assistance to you ~~that we can~~. That is what all of our services are for and that is why this history of cooperation between the industrial commissioners and the labor departments of the States with the Federal Labor Department is proving now so fruitful and so helpful to all of us. If we had not already established this working relationship we should have to do it now. Because it has been established, we are grateful to you for your ready response when problems arise, grateful to you for the many suggestions you make to us which

we can pass on to others. The equipment of the Federal Government has been greatly increased in recent months. We have all the services of the expanded employment service, we have the services of the War Manpower Commission, we have the special services and cooperation of the War Production Board, and in particular I want to say here today, because we often grumble about it out in the field, we have had the unfailing cooperation of the War and Navy departments here in Washington in planning for and understanding of the extended employment of women in industry.

~~This has been one of the interesting things.~~ This war has scarcely begun before the Women's Bureau took hold where the Women in Industry Service left off in the last war. One of the encouraging things is that in these years something has been learned about how to get the best work from women and how to attract women into industry.

With these words I am going to ask to be excused as I have unexpectedly been recalled before the Naval Affairs Committee on the Hill and must go at once in order not to be a leading example of absenteeism. Thank you so much. I will be back again.

For immediate release
March 12, 1943

U. S. DEPARTMENT OF LABOR
WASHINGTON

Resolutions reaffirming the 48-hour week as conducive to maximum output in war industries, with exceptions only in emergencies created by the urgency of the war effort, and calling for maintenance of peacetime standards of hours and working conditions in civilian industries were adopted today at the conference on women in industry called by Secretary of Labor Perkins and attended by State Labor department officials from 10 States and the District of Columbia and by representatives of the War and Navy Departments, War Manpower Commission, and other Federal agencies.

In view of the greatly increased employment of women in war production, the resolutions committee consisting of John W. Gibson, Michigan labor commissioner, and William L. Connolly, director of the Rhode Island labor department, stressed the value of upholding such standards as the 8-hour day, 48-hour week, one day of rest in seven, the same wage rates for women as men, proper safeguards for health and safety, previously a dopted by eight Government agencies and earlier conferences attended by State labor officials since the beginning of the war.

The resolution on war employment of women further pointed out that the War and Navy departments officials present at today's conference testified to the necessity of maintaining reasonable hour standards and asked only that exceptions be made in emergencies created by the urgency of the war effort.

The resolution on non-war industries declared that labor standards should not be relaxed to permit war workers or civilians to have articles or services that may be desira ble in peacetime but which are not truly essential to meet subsistence needs in a wartime economy. "Such relaxation would injure the health and well-being of some of our people, to provide non-essentials for others."

The resolution added, "If it is not otherwise possible to provide war workers and civilians with basic subsistence needs for wartime living, a relaxation of State labor laws may be necessary in areas of extreme labor shortages. Definite standards should be established if such relaxation is granted."

States represented at the conference were: Delaware, Maryland, Massachusetts, Michigan, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, Rhode Island.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

EFFICIENT WAR PRODUCTION DEMANDS THAT HEALTH AND SAFETY OF WOMEN WORKERS BE MAINTAINED

Women are being employed in increasingly hazardous occupations;

Further, There is increasing use of certain well known poisons in industry;

Moreover, New processes and products and changes in old processes have resulted in the use of new substances and methods, the toxicity of which are not well determined, and

In addition, Women may prove more seriously affected by certain occupational hazards.

Therefore: It is the judgment of /this Conference/ that in this war period the following standards should be observed in the interest of health and efficient production:

1. Regulations designed to protect the health and safety of workers should be fully maintained.

2. Adequate and frequent inspection should be made of conditions of employment in plants employing women or planning to employ women.

3. Before modification is made in restrictions as to jobs exposing women to lead or other poisons, or to heavy work, the plant should be inspected and proof furnished that optimum conditions are maintained for the workers' health.

4. State and Federal authorities should cooperate with industrial plants in making available information as to injuries occurring to women workers. Plants should prepare regularly frequency and severity rates for women as well as for total employees.

PERSONS INVITED TO AND THOSE ATTENDING THE CONFERENCE ON WOMEN IN WAR INDUSTRIES, MARCH 11-12, 1943

Asterisk Indicates those persons who attended the Conference.

STATE DEPARTMENTS

CONNECTICUT		Mr. Cornelius J. Danaher, Commissioner Department of Labor and Factory Inspection.
		Mr. John C. Ready, Deputy Commissioner Department of Labor and Factory Inspection.
		Mrs. Christine G. Beeck, Director Minimum Wage Division Department of Labor and Factory Inspection.
DELAWARE	*	Mr. James M. Reese, Chairman Labor Commission. (Miss Marguerite Potter, Labor Commission)
DISTRICT OF COLUMBIA	*	Mrs. Sarah Pratt Atwood, Chairman, Minimum Wage and Industrial Safety Board.
	*	Miss Elizabeth Champe, Secretary, Minimum Wage and Industrial Safety Board.
MAINE	*	Mr. Jesse W. Taylor, Commissioner Department of Labor and Industry.
MARYLAND	*	Mr. John M Pehlhaus, Commissioner Office of Commissioner of Labor and Statistics.
	*	Mr. William D. Bloom, Chief Industrial Inspector Office of Commissioner of Labor and Statistics.
MASSACHUSETTS		Mr. James T. Moriarty, Commissioner Department of Labor and Industries.
	*	Mrs. Hattie N. Smith, Assistant Commissioner Department of Labor and Industries.
		Mr. William H. Wellen, Director, Division of Industrial Safety Department of Labor and Industries.
MICHIGAN	*	Mr. John W. Gibson, Commissioner Department of Labor and Industry.
NEW HAMPSHIRE	*	Mr. John S. B. Davis, Commissioner Bureau of Labor.

NEW JERSEY

Mr. John J. Toohey, Jr., Commissioner
Department of Labor.

Mr. Edward J. Flynn, Supervisor
Division of Minimum Wage
Department of Labor.

• Mr. John E. Gregg, Supervisor
Child Labor Division and Women's Hours
Department of Labor.

Mr. C. George Krueger, Acting Chief
Bureau of Electrical and Mechanical Equipment
Department of Labor.

NEW YORK

Mr. Michael J. Murphy, Acting Industrial Commissioner
Department of Labor.

• Mr. Godfrey P. Schmidt, Deputy Industrial Commissioner,
Department of Labor.

• Mr. H. H. Hertzberger, Acting Director
Division of Inspection
Department of Labor.

• Miss Kate Papert, Director
Division of Women in Industry and Minimum Wage
Department of Labor.

Mrs. Emily Marconnier, Assistant to Miss Papert
Division of Women in Industry and Minimum Wage
Department of Labor.

OHIO

• Mr. George A. Strain, Director
Department of Industrial Relations.

Mr. Ralph H. Shellhouse, Chief
Division of Factory and Building Inspection
Department of Industrial Relations.

Mr. Henry Schmidt, Superintendent (Division Minimum Wage
Department of Industrial Relations.

PENNSYLVANIA

Mr. William M. Chestnut, Secretary
Department of Labor and Industry.

• Mr. Frank K. Boal, Deputy Secretary
Department of Labor and Industry.

• Mrs. Mary Rice Morrow, Director,
Bureau of Women and Children and Hours and Minimum Wage,
Department of Labor and Industry.

RHODE ISLAND
* Mr. William L. Connelly, Director of Labor
Department of Labor.

* Mrs. Margaret F. Ackroyd, Chief
Division of Women and Children
Department of Labor.

VERMONT
Mr. Howard E. Armstrong, Commissioner
Department of Industrial Relations.

UNITED STATES DEPARTMENT OF LABOR

* The Secretary of Labor.
Mr. Daniel W. Tracy, Assistant Secretary of Labor.
Mr. R. T. Amis, Special Assistant to the Secretary.
Mr. James E. Dodson, Chief Clerk.
Mr. James V. Fitzgerald, Director of Information.
* Miss Mary LaDame, Special Assistant to the Secretary.
* Miss Frances Jurkowitz, Administrative Assistant to the Secretary.

Children's Bureau
* Miss Katharine F. Lenroot, Chief.
* Miss Beatrice McConnell, Director of Industrial Division.
Mrs. Hazel Frederickson.
* ~~Miss Helen A. Montegriffo, Senior Child Welfare Analyst.~~

Conciliation Service
Dr. John R. Steelman, Director.
* Mr. Charles T. Estes, Special Assistant and Liaison Commissioner of Conciliation.

Division of Labor Standards
* Mr. Verne A. Zimmer, Director.
* Mrs. Clara M. Beyer, Assistant Director.
* Mr. John J. Branner, Principal Liaison Office.
* Miss Ruth Scandrett, Federal-State Coordination.
* Miss L. Buchanan, Economist.
* Miss L. Erskine, Assistant Industrial Hygienist Eng.
* Miss Marian L. Mel, Industrial Economist.
* Mr. Roland F. Blake.

Bureau of Labor Statistics
* Mr. Isador Lubin, Commissioner.
* Mr. Albert F. Hinrichs, Acting Commissioner.
* Mr. Donald E. Davenport, Chief,
Employment and Occupational Outlook Branch.
* Mr. Max D. Kossoris, Industrial Injury Statistics Division.
* Mr. R. F. Kohler, Industrial Injuries Division.

Library
* Miss Laura A. Thompson, Librarian.

Solicitor's Office	Mr. Irving J. Levy, Associate Solicitor. Mr. James King. * Mr. Peter Seitz.
Wage and Hour and Public Contracts Divisions	* Mr. L. Metcalfe Walling, Administrator. * Mr. William R. McComb, Deputy Administrator.
Women's Bureau	* Miss Mary Anderson, Director. * Miss Bertha M. Nienburg, Assistant Director. * Miss Louise Stitt, Chief, Division of Minimum Wage and Labor Legislation. * Miss Ethel Erickson, Industrial Supervisor. * Miss Caroline Manning, Industrial Supervisor. * Miss Elizabeth Christman, Field Representative. * Mrs. Margaret Mattert, Associate Economic Analyst. * Miss Alice Angus, Associate Economic Analyst. * Miss Mary Elizabeth Pidgeon, Chief, Division of Research. * Miss Isadore Spring, Chief, Division of Statistics. * Miss Elizabeth A. Hyde, Chief, Editorial Division. * Miss Mary V. Robinson, Chief, Division of Public Information.
GREAT BRITAIN	* Mr. A. McD. Gordon, Labor Attaché, British Embassy. Washington

OTHER AGENCIES AND ORGANIZATIONS

Justice Department	* Mrs. Nadine Lane Gallagher, War Policies Section.
Maritime Commission	* Mr. Dan Ring, Director, Division of Shipyard Labor Relations. * Mr. John Roche. * Mr. E. J. Tracy.
Navy Department	* Rear Admiral C. W. Fisher, U. S. Navy. * Commander R. L. Mitten, U. S. Navy. * Captain Morton L. Ring, Purchase Division, Bureau of Supplies and Accounts.
War Department	* Col. Albert J. Browning, Office of Service of Supply. Miss Ellen Davies, Service of Supply, Industrial Personnel Division. Col. Irving A. Duffy, Office of the Chief of Ordnance. * Mr. Wilfred C. Leland, Jr., Labor Standards Section, Industrial Personnel Division. Col. Paul P. Logan, Assistant Chief of Subsistence Branch, Office of the Quartermaster General.

War Department (cont'd)

* Mrs. Carolyn L. McGowan, Chief, Employee Adjustment Section, Civilian Personnel Division, Office of the Secretary of War.

Mr. J. T. Mitchell, Chief, Industrial Personnel Division.

* Captain Daniel E. Moran, Office of Services of Supply.

Mr. Jack Ohly, Attorney, Labor Relations Division, Office of the Under Secretary of War.

* Col. John E. O'Gara, Chief, Labor Branch, Industrial Personnel Division.

* Miss Laura Smith, Services of Supply, Industrial Personnel Division.

* Major S. E. Suffrin, Chief, Labor Standards Section, Industrial Personnel Division.

* Captain Thomas J. Sullivan, Army Air Corps, Labor Relations Office. (Detroit, Mich.)

Col. W. F. Volandt, Assistant Chief of Staff, Headquarters of the Material Command.

* Lt. Col. Henry Walker, Office of Quartermaster General.

* Miss Emma L. Ward, Safety and Health Analyst, Training Section.

* Major Henry B. Wilson, Jr., Ordnance Department, Office of Chief of Ordnance.

Office of Defense Transportation

Miss Dorothy Sells, Chief, Personnel Supply Section, Division of Transport Personnel.

* Miss Cornelia Edge, Assistant Chief, Personnel Supply Section.

Miss Pearl Church, Employment Analyst.

Office of Price Administration

* Miss Miriam Zeony, Research Division.

Office of War Information	• Miss Rose Greenwald Lewis, Information Specialist.
War Manpower Commission	Mr. Fowler Harper, Deputy Chairman.
	• Miss Charlotte Carr, Assistant to the Deputy Chairman.
	Miss Margaret A. Hickey, Chairman, Women's Advisory Committee.
War Production Board	Mr. Ralph J. Cordiner, Vice Chairman.
	• Mr. Joseph Korner, Attorney.
	Mr. Wendell Lund, Director, Labor Production Division.
	• Mr. David Saposs.

* Mrs. Dorothy K. Roosevelt, Labor Production Division, Regional Office 11 (Detroit, Mich.)

States not crossed off not invited to Conf 9 Mar. 1943
send preceding.

Alabama
Arizona
Arkansas
California
Colorado
~~Connecticut~~
~~Delaware~~
~~D. C.~~
Florida
~~Georgia~~
Idaho
Illinois
Indiana
Iowa
Kansas
Kentucky
Louisiana
~~Maine~~
Maryland
~~Massachusetts~~
~~Michigan~~
Minnesota
Mississippi
Missouri
Nebraska
Nevada
~~New Hampshire~~
~~New Jersey~~
New Mexico
~~New York~~
North Carolina
North Dakota
~~Ohio~~
Oklahoma
Oregon
~~Pennsylvania~~
~~Rhode Island~~
South Carolina
South Dakota
Tennessee
Texas
Utah
~~Vermont~~
Virginia
Washington
West Virginia
Wisconsin
Wyoming

Rep'd sent 5/12/43

Secretaries of
National Consumers' League

Margaret Kiernan
Hughes. ✓
R. I. - ✓
Conn. - rep'd sent 5/12/43
N. J. ✓
Calif. - ✓
Ky. ✓
Cincinnati -
Mrs. Cohen, Richmond.

Commissioners

U. S. Department of Labor
WOMEN'S BUREAU

(21)

STATES HAVING MINIMUM WAGE LAWS AND OFFICIALS IN CHARGE OF MINIMUM WAGE DIVISIONS
November 1942

ALASKA	~~Mr. Michael J. Haas~~, Commissioner, Department of Labor, Juneau
ARIZONA	Mrs. Louise E. Geare, Director, Women's Division, Industrial Commission, Phoenix
ARKANSAS	Mr. W. J. McCain, Commissioner, Department of Labor, State Capitol, Little Rock
CALIFORNIA	Mrs. Rena Brewster ~~Margarete L. Clark~~, Chief, Division of Industrial Welfare, Department of Labor and Factory Inspection, Los Angeles
COLORADO	Mrs. Gertrude A. Lee, Secretary, Minimum Wage Division, Industrial Commission, Denver
CONNECTICUT	Mrs. Christine G. Beeck, Director, Division of Minimum Wage, Department of Labor and Factory Inspection, Hartford
DIST. OF COL.	Miss Elizabeth Champe ~~Miss Eunice Broyles~~, Secretary, Minimum Wage And Industrial Safety Board, 300 Indiana Avenue, N. W., Washington
ILLINOIS	Mrs. Jewell Organ Coleman, Chief, Division of Women's and Children's Employment, Department of Labor, 205 West Wacker Drive, Chicago
KANSAS	Mr. A. B. Lundgren, Commissioner, State Labor Department, 801 Harrison Street, Topeka
KENTUCKY	Mr. W. C. Burrow, Commissioner, Department of Industrial Relations, Frankfort
LOUISIANA	Mr. A. P. Harvey, Commissioner, Department of Labor Louisiana National Bank Building, Baton Rouge
MAINE	Mr. Jesse W. Taylor, Commissioner, Department of Labor and Industry, Augusta
MASSACHUSETTS	Mrs. Hattie Smith, Assistant Commissioner, Department of Labor and Industries, Statehouse, Boston
MINNESOTA	Miss Florence A. Burton, Superintendent, Division of Women and Children, Department of Labor and Industry, State Office Building, St. Paul
NEVADA	Mr. R. N. Gibson, Commissioner, Nevada Industrial Commission Building, Carson City
NEW HAMPSHIRE	Mr. John S. B. Davie, Commissioner, Bureau of Labor, Concord
New Jersey	Mr. Edward J. Flynn, Supervisor, Bureau of Minimum Wage, Department of Labor, Trenton
New York	Miss Kate Papert, Director, Division of Women in Industry and Minimum Wage, Department of Labor , 80 Centre Street, New York City.

Sept Sent 5/12/43

NORTH DAKOTA	Miss Sena Ingberg, Secretary, Minimum Wage Department Department of Agriculture and Labor, Bismarck
OHIO	Mr. Henry Schmidt, Superintendent, Division of Minimum Wage, Department of Industrial Relations, State Office Building, Columbus
OKLAHOMA	Mr. W. A. Pat Murphy, Commissioner, Department of Labor, Oklahoma City
OREGON	Mr. W. E. Kimsey ~~Mr. C. H. Gram~~, Commissioner, Bureau of Labor, Statehouse, Salem
PENNSYLVANIA	Mrs. Mary Rice Morrow, Chief, Bureau of Women and Children, Department of Labor and Industry, Harrisburg
PUERTO RICO	Mr. Manuel A. Perez, Chairman, Minimum Wage Board, Department of Labor, San Juan
RHODE ISLAND	Mrs. Margaret Ackroyd, Chief, Division of Women and Children, Department of Labor, Providence, R. I.
SOUTH DAKOTA	? Mr. E. H. Everson, Secretary, Department of Agriculture, Pierre
UTAH	Mrs. Gertrude Knapp, Director, Women's Division, Industrial Commission, Salt Lake City
WASHINGTON	Mrs. Isabelle Noble, Women's Division, Department of Labor and Industries, Olympia
WISCONSIN	Miss Maud Swett, Field Director, Woman and Child Labor Department, Industrial Commission, Milwaukee

Early lists - see corrected late list

LIST OF STATE PEOPLE INVITED TO CONFERENCE

Connecticut	These are not coming	(Mr. Cornelius J. Danaher, Commissioner (Mrs. Christine G. Beeck, Dir., Min. Wage Div. (Mr. John C. Ready, Deputy Com. of Fac. Inspec.
Delaware	Coming "	(Mr. James M. Reese, Commissioner (Miss Marguerite Postles, Secretary
District of Columbia	Coming "	(Mrs. Sarah Pratt Atwood, Chairman, Min. Wage Bd (Miss Elizabeth Champe, Secretary of Board
Maine	Not coming	(Mr. Jesse Taylor, Commissioner
Maryland	Coming "	(Mr. John W. Pohlhaus, Commissioner (Mr. Wm. D. Bloom, Chief Inspector
Massachusetts	Coming	(Mr. James T. Moriarty, Commissioner (Mrs. Hattie H. Smith, Asst. Com. (Mr. William H. Wellen, Dir., Div. of Safety
Michigan		Mr. John W. Gibson, Commissioner
New Hampshire	Coming	Mr. John S. B. Davie, Commissioner
New Jersey		Mr. John J. Toohey, Commissioner Mr. Edward J. Flynn, Supervisor of Min. Wage Mr. C. George Krueger, Acting Chief, Bureau of Electrical and Mechanical Equip
New York	Not coming Not coming Coming "	Mr. Michael J. Murphy, Acting Commissioner Miss Kate Papert, Director, Div. of Women in Industry and Min. Wage Mr. N. H. Herzberger, Acting Chief, Bureau of Mercantile Inspection Mrs. Emily Marconnier, Asst. to Miss Papert
Ohio	"	Mr. George A. Strain, Director Mr. Henry Schmidt, Div. of Min. Wage Mr. Ralph H. Shellhouse, Chief, Div. of Examiners of Steam Engineers
Pennsylvania	Not coming Coming "	Mr. William M. Chestnut, Secretary Mrs. Mary Rice Morrow, Dir., Bureau of Women and Children and Hours & Min. Wage Mr. Frank K. Boal, Dep. Sec. of Dept.
Rhode Island	" "	Mr. William L. Connolly, Director of Labor Mrs. Margaret F. Ackroyd, Chief, Div. of Women and Children
Vermont	Not coming	Mr. Howard E. Armstrong, Commissioner

31 people

Note Where the words "coming" and "not coming" do not appear we have had no reply.

List of People in the Department of Labor

Secretary's Office	Mr. Amis Mr. Dodson Mr. Fitzgerald Miss Jay Miss LaDame Miss Thompson Mr. Tracy
Children's Bureau	Miss Lenroot Mrs. Frederickson Miss McConnell
Conciliation	Mr. John R. Steelman
Labor Standards	Mrs. Beyer Mr. Zimmer
Labor Statistics	Mr. Davenport Mr. Hinrichs Mr. Kossoris Mr. Lubin
Solicitor's Office	Mr. Levy Mr. James King Mr. Peter Seitz
Wage and Hour and Public Contracts Divisions	Mr. McComb Mr. Walling
Library	Miss Thompson

23 people

LIST OF PEOPLE IN THE VARIOUS GOVERNMENT DEPARTMENTS

1. Miss Margaret A. Hickey, Chairman
Women's Advisory Committee
War Manpower Commission
Room 5241, Social Security Bldg.
Arlington, Va.

2. Mr. Fowler Harper, Deputy Chairman
War Manpower Commission
Room 5238, Social Security Bldg.
Arlington, Va.

3. Mr. Jack Ohly, Attorney
Labor Relations Division
Office of the Under Secretary of War
Pentagon Building
Arlington, Va.

4. ~~Colonel F. F. Volandt~~ Capt T. J. Sullivan
Assistant Chief of Staff
Headquarters of the Materiel Command
Pentagon Bldg. air corps
Arlington, Va.

5. Rear Admiral C. W. Fisher
Room 2030
Navy Department
Washington, D. C.

6.
Captain Morton L. Ring
Purchase Division
Bureau of Supplies and Accounts
Temporary Bldg. "I", Room 1004
Navy Department
Washington, D. C.

7. Miss Ellen Davies
Services of Supply
Industrial Personnel Division
Room 5-C-488, Pentagon Bldg.
Arlington, Va.

8. Miss Laura Smith
Services of Supply
Industrial Personnel Division
Room 4-C-515, Pentagon Building
Arlington, Va.

9. Mr. Dan Ring, Director
Division of Shipyard Labor Relations
U. S. Maritime Commission
Commerce Department Building
Washington, D. C.

10. Mr. Wendell Lund, Director
Labor Production Division
War Production Board
Social Security Building
Washington, D. C.

11. Colonel Irving A. Duffy
Office of the Chief of Ordnance
Room 4-#-391
Pentagon Bldg.
Arlington, Va.

12. Mrs. Carolyn L. McGowan
Chief, Employee Adjustment Section
Civilian Personnel Division
Office of the Secretary of War
Washington, D. C.

13. Miss Charlotte Carr
Asst. to the Deputy Chairman
War Manpower Commission
Room 5238, Social Security Bldg.
Washington, D. C.

14. Colonel Albert J. Browning
Office of Services of Supply
Room 5-D-675
Pentagon Bldg.
War Dept.
Arlington, Va.

15. Colonel John D. O'Gara
Chief, Labor Branch
Industrial Personnel Division
War Dept.
Washington, D. C.

16. Major S. E. Sufrin
Chief, Labor Standards Section
Industrial Personnel Div.
War Dept.
Washington, D. C.

17. Mr. William Leland
Labor Standards Section
Industrial Personnel Division
War Dept.
Washington, D. C.

18. Mr. J. T. Mitchell
Chief, Industrial Personnel Div.
War Dept.

Washington, D. C.

19. Mr. Ralph J. Cordiner
Vice Chairman, War Production Board
Room 5027, Social Security Bldg.
Washington, D. C.

20. Colonel Paul P. Logan
Assistant Chief of Subsistence Branch
Office of the Quartermaster General
Room 1091, Temporary Building "B"
War Department
Washington, D. C.

21. Miss Dorothy Sells, Chief
Personnel Supply Section
Division of Transport Personnel
Office of Defense Trasnportation
Room 2117, New Post Office Building
Washington, D. C.

22. Mrs. Ross
Mr. Foster's Office
Services of Supply
Industrial Personnel
Racial Relations

(The above woman asked if she might come)

23. Mr. A. McD. Gordon
Labor Attache of the British Embassy

Miss Pidgeon

U. S. DEPARTMENT OF LABOR
Washington

CONFERENCE ON EMPLOYMENT OF WOMEN IN WAR INDUSTRIES
U. S. Department of Labor
Departmental Auditorium, Rooms A and B

March 11 and 12, 1943

Secretary of Labor, Presiding

Thursday, March 11

10 a.m.

Employment Outlook for Women Workers—The Secretary of Labor

Discussion—Basis for Determining Jobs Women Can and Cannot Safely and Efficiently Fill
Consultant—Ethel Erickson, Women's Bureau

2 p.m.

Hours of Work of Women Workers

a. Current legislation relating to hours of women's employment.
b. Minimum standards that should be observed in granting exemptions from hour laws for women.

7 p.m.

Dinner . . . . . 2400 Sixteenth Street

British Labor During the War
Speakers: Isador Lubin, Commissioner, Bureau of Labor Statistics
A. McD. Gordon, Labor Attache of the British Embassy

Friday, March 12

10 a.m.

Industrial Safety and Health Standards for Women Workers.
Consultant—Margaret Mettert, Women's Bureau

2 p.m.

Adjustments in Home and Factory to Reduce Absenteeism and Increase Production of Women Workers.
Consultants—Hazel Frederickson, Children's Bureau
Alice Angus, Women's Bureau

U. S. Department of Labor
WOMEN'S BUREAU
Washington

TYPICAL OPERATIONS ON WHICH WOMEN ARE EMPLOYED IN WAR PRODUCTION

Code A - Women now used extensively
B - Women now used to some extent
C - Women now only used to a slight extent

The number of women could be increased in the above categories if further training were given either by job in-plant training, or preemployment or supplementary courses (the National defense training program), and subsequent upgrading.

Women are usually machine operators, doing semiskilled and repetitive work, but they are to a greatly increasing extent being trained on skilled operations and instructed to set up their own machines.

OCCUPATION	
I. MANIPULATIVE SKILLS	
Operating machines	
Drill presses - single and multiple spindle	A
Milling machines - light and medium, and micro machines	A
Light turret lathes and hand screw machines	B
Bench and watchmakers' lathes	A
Grinding machines (surface, cylindrical, and internal)	B
Gear shaping, cutting and hobbing machines	B
Light punch and forming presses	A
Miscellaneous machines: Profilers, shavers, nibblers, shapers, routers	B
Automatic screw machines	C
Woodworking machines: Saws, sanders, shapers, profilers	C
Nailing machines	C
Power sewing machines	A
Optical and opthalmic glass grinding and polishing	B
Burring, polishing, lapping, buffing, etc. on lathes, drill presses, polishing jacks, and other machines	A
Hand finishing machined parts by filing, burring, lapping	A
Hand gluing (for example, of plywood parts)	C
Sheet metal forming and riveting	B
Welding	
Acetylene and torch	B
Electric arc	C
Spot	B
Soldering	A

Over

I. MANIPULATIVE SKILLS Cont'd.

Electrical work - wiring and assembling parts, winding coils and armatures, soldering, taping, etc.	A
Assembly - all types of light sub and final assembly(often requiring the use of hand tools as pliers, mallets, screw drivers, files, electric drills, bench assembly machines, and riveting presses)	A
Artillery ammunition loading (bag and shell loading, fuzes,primers,etc.)	A
Operations on bullets, cartridge cases, and primers in small arms ammunition	A
Servicing and repairing of planes at air depots (ground mechanics)	B
Painting	
Spray painting small parts and products	B
Touch up and hand finishing	A
Radium	A
Stenciling, masking before painting, racking and unracking	A
Shipfitters and loftsmen	C

II. INSPECTION

Visual	A
Gage, micrometer or caliper (sometimes with blueprint reading)	A
Calibrating	B
Checking and testing raw materials, stock and salvage parts	B

III. PACKING - labeling, etc. B

IV. FACTORY SERVICE

Production planning, routing and control	C
Draftsmen and tracers	C
Factory clerks (timekeepers, stock record clerks, etc.)	B
Tool crib and stockroom attendants and dispatchers	B
Crane operators	C
Guards	C
Electric truck drivers, intra-plant loading and hauling	C

V. SUPERVISING (foreladies, leadwomen, group leaders) C

VI. TRAINING (in-plant) C

VII. PERSONNEL RELATIONS

Personnel administration (director, assistant director, assistant)	B
Employment - interviewing and hiring	B
Nursing	A
Welfare	A

U. S. DEPARTMENT OF LABOR
Women's Bureau
Washington

March 1943

HOUR LAWS FOR WOMEN IN MANUFACTURING IN 13 STATES AND THE DISTRICT OF COLUMBIA REPRESENTED AT THE CONFERENCE

State	Weekly hours	Daily hours	Day of rest	Night work	Lunch period
Connecticut	48	9	Yes	10 p.m. to 6 a.m.	No
Delaware	55	10	Yes	10 p.m. to 6 a.m.	½
District of Columbia	48	8	Yes	No 1/	3/4
Maine	54	9	No	No	1
Maryland	60	10	No	No	½
Massachusetts	48	9	Yes	10 p.m. to 6 a.m. 2/	3/4
Michigan	54	9	No	No 1/	No
New Hampshire	48	10	Yes	No	No
New Jersey	54	10	Yes	12 midnight to 7 a.m. 1/	½
New York	48	8	Yes	10 p.m. to 6 a.m. 3/	1
Ohio	45	8	Yes	No 4/	½
Pennsylvania	44	8	Yes	12 midnight to 6 a.m. 3/	½
Rhode Island	48	9	No	No	No
Vermont	50	9	No	No	No

1/ Girls under 18 years:
D. C. - 7 p.m. to 7 a.m.
Michigan - 6 p.m. to 6 a.m.
New Jersey - 10 p.m. to 6 a.m. (also boys 16 to 18).
2/ Girls 16 to 21 years (textiles) - 6 p.m. to 6 a.m.
3/ Girls 16 to 21 years - 9 p.m. to 6 a.m.
4/ Girls 18 to 21 years - 10 p.m. to 6 a.m.

(WO-43-228)

U. S. Department of Labor
Women's Bureau
Washington

BILLS RELATING TO EMPLOYMENT OF WOMEN IN LEGISLATURES OF 13 STATES AND THE DISTRICT OF COLUMBIA REPRESENTED AT CONFERENCE ON WOMEN IN WAR INDUSTRIES

March 11, 1943

I. Bills that would lower existing labor standards

1. Hours

a. District of Columbia

H. R. 777 - Randolph. To Committee on the District of Columbia. Hearing March 5, 1943. Authorizes the Minimum Wage and Industrial Safety Board of D. C. during the present war and 6 months thereafter to issue temporary permits to employ women more than 8 hours a day, 6 days or 48 hours a week, upon showing that such employment is essential to war effort.

b. Maine

H. 553 - Pierce. To Labor.
Authorizes Commissioner to permit females over 16 to work not to exceed 10 hours a day in case of emergency. Eliminates present provision permitting employment for more than 9 hours a day in order that 1 day a week may be shorter than 9.

H. 797 - Jordon. To Labor.
Women may be employed for 10 hours a day if the purpose is to shorten the hours of employment for 1 day of the week or to meet an emergency created by the war. Weekly hours shall not exceed 54. The present law provides for a 9-hour day, 54-hour week, and permits overtime on 1 day a week in order that 1 day may be shorter, providing the weekly hours do not exceed 54.

c. Massachusetts

H. 667 - Dennett. To Labor and Industries. Hearing February 23,1943. Amends for the duration of the war the present 48-hour-week law for women to permit the employment of any woman working on war materials, with her consent, for 52 hours a week.

d. New Hampshire

H. 68 - Perkins. To Labor. Passed House February 2, 1943; passed Senate February 17, 1943. Approved February 24, 1943.
Exempts canning perishable vegetables and fruits from the law limiting hours of employment of women to 10¼ a day and 54 a week.

e. Ohio

S. 126 - Ross. To Labor and Commerce.
H. 197 - Tarr. To Labor and Commerce.
The bill removes all limitation on the hours of work for women in war industries, and extends the hours for other occupations from 8 a day and 48 a week to 10 a day and 54 a week.

Boys of 16, instead of 18 as at present, may be employed unlimited hours and at any time of the day or night. Girls of 16 and over may be employed 10 hours a day, 54 hours a week, and at any hour of day or night. At present girls between 16 and 18 cannot be employed after 6 p. m.; those between 18 and 21, after 10 p. m.

The provisions of the bill would remain in operation until such date as the Governor shall by proclamation determine to be the end of the emergency created by the war.

H. 311 - Pierce. To Labor.
Removes hour limitations for persons over 16 years of age employed in canneries or establishments engaged in preparing for use perishable foods during harvest season.

f. Rhode Island

H. 564. Passed House January 14, 1943.
Authorizes the Governor to proclaim a state of war emergency and to grant permits for the continuance of work which is necessary for prosecution of the war or essential to adequate civilian service.

2. Day of rest

a. Connecticut

H. 679 - Marsh. To Labor. Hearing February 11, 1943.
Amends provision requiring 1 day of rest in 7, to allow employment of workers for a 7-day week for a period not to exceed 4 consecutive weeks, providing each worker is given a holiday with pay for the number of Sundays worked. At present workers may be employed 7 days a week in emergencies.

3. Night work

a. Delaware

S. 73 - Mullin. To Labor. Passed Senate February 17, 1943.
Prohibits the employment of females after 11 p. m. instead of after 10 p. m. as at present. Retains the present prohibition against employment before 6 a. m.

b. New York

A. 292 - Emma. To Labor and Industries.
Repeals the prohibition against the employment of females in restaurants between 12 midnight and 6 a. m.

S. 305 - Anderson. To Labor and Industries.
Provides that until July 1, 1944, females over 16 may be employed until 2 a. m. instead of 12 midnight in most restaurant occupations.

4. Conditions of work

a. Ohio
H. 197 - Tarr. To Labor and Commerce.
S. 126 - Ross. To Labor and Commerce.
Supends for duration of the emergency toilet, rest-room, and seating requirements for women workers.

II. Bills that would raise existing labor standards

1. Hours

a. Connecticut
S. 476 - Scott. To Labor.
Reduces daily hours from 9 to 8, but permits employment for 10 hours a day for 3 days a week instead of for 1 day (present law) in order to shorten the remaining working days of the week.

Total weekly hours shall be 48. The present law permits 52 hours for restaurants, barber shops, beauty shops, and photograph galleries.

Provides as does the present law that females and male minors under 18 shall not be employed between 10 p. m. and 6 a. m.

Limits to 10 a day and 54 a week the hours for which the Commissioner may permit employment in an emergency and the period for which women and minors may be employed for the longer hours to 12 weeks, except during the present war or the continuance of labor shortage and until June 1944, when the 12-week period may be extended.

b. New York
A.292 - Emma. To Labor and Industries.
Extends the application of the 8-hour-day, 48-hour and 6-day-week law for women in hotels and restaurants to all (men and women) employees.

2. Night work

a. Michigan
H. 27 - Stockfish. To Labor.
Prohibits employment of females 18 years of age or over in manufacturing establishments between 12 midnight and 7 a. m. Present night-work law applies only to girls under 18, who may not be employed between 6 p. m. and 6 a. m.

b. New York
A. 291 - Emma. To Labor and Industries.
Prohibits employment of women in hotels and restaurants, except in specific occupations, between 10 p. m. and 6 a. m. Present law applies only to girls under 21.

S. 428 - Crawford. To Labor and Industries.
A. 746 - Crews. To Labor and Industries.
Extends coverage of 1-day-rest-in-7 law to specified employees now exempt.

3. Meal period

a. Rhode Island
S. 46 - Sgambato. To Labor.
Provides for 30-minute meal period for women and children, except when work ends after not more than 6½ hours and not later than 1 p. m. or except when work ends after 7½ hours, and not later than 2 p. m., if sufficient opportunity is given for eating a lunch during employment. No law requiring lunch period at present.

4. Home work

a. New York
A. 1088 - Fogarty. To Labor and Industries.
Amends definition of term "house" in home-work law. At present "house" is defined as any building in which one or more persons regularly sleep. Bill A 1088 adds, "including outbuildings upon premises which include such buildings."

III. Bills that would retain present standards

1. Hours

a. Connecticut
H. 292 - Marsh. To Labor.
Would extend to the close of the 1945 session of the General Assembly the power of the Governor to grant variations from the 9-hour-day, 48-hour-week law for women. The Governor's power to grant variations for a period in excess of 8 weeks expires in 1943.

2. Night work

a. Connecticut
S. 476 - Scott. To Labor. (Hour Bill)
Retains the present prohibition against employment of females and male minors under 18 between 10 p. m. and 6 a. m.

H. 680 - Hookbarth. To Labor. (Wage and Hour Bill)
Prohibits employment of women and minors 16 to 18 between 10 p. m. and 6 a. m.

IV. Effect of bill unknown

1. Hours

a. Connecticut
H. R. 49 - Mc Cormack. To Labor.
Concerning a conference for the establishment of a standard maximum hour workday.

b. Delaware
H. 289 - Phillips. February 5, 1943.
Amends chapter 90 by changing the hours of employment of female labor. (Title only.)

U. S. Department of Labor
Women's Bureau
Washington

March 11, 1943

ABSENTEEISM
(Unauthorized time away from the job)

I. Extent

Few statistical data are available to indicate the general extent of absenteeism in war industries. Scattered surveys have been made, but many of these are of limited value because they cover too few workers and plants:

a. Bureau of Labor Statistics reports from commercial shipyards show absenteeism rate of 7.8 percent in October 1942. Women were then 2 percent of the workers. In the airframe and propeller industry, B. L. S. reports absenteeism at 6.4 percent.

b. War Manpower Commission survey of 45 plants employing 210,000 workers in Michigan, Ohio, Kentucky, released in February 1943, shows absenteeism rates varying from 3 percent to 6 percent.

c. The New York Regional W. M. C. study in January 1943, covered only 8 plants employing 40,000 workers; showed average daily absenteeism rate of 6 percent for all workers; greater for women than for men; highest rate the day after pay day.

d. National Industrial Conference Board study, November 1942, covered 22 companies, employing 80,000 workers; showed that illnesses accounted for 47.5 percent of absenteeism; personal reasons accounted for 51.9 percent of absenteeism, greater for women than for men.

e. C. I. O. President Murray estimates that normal absenteeism of workers in American industry is 2.2 percent. Since the war it has increased to 4.5 percent, and among women it is 6.5 percent.

f. British Experience: In the fall of 1942 it was estimated, unofficially, that 10 percent daily of the 6,000,000 British war workers were absent from work. Though legal proceedings may be instituted against those who are absent without reasonable excuse, the British Government has made little use of its legal authority. Instead it has adopted a remedial program by trying to find the cause of the absence and correct it.

II. Causes of Absenteeism

Absenteeism can be dealt with effectively only if the causes are known. Statistical data do not differentiate between voluntary and involuntary absenteeism, i.e., between casual and deliberate absence from work, and absence due to causes beyond the worker's control. The distinction is especially important in the case of women workers. Women are more subject to illness than men. Many women carry on two full-time jobs—home and factory. Absenteeism can be reduced only if industry and the community will cooperate to remove the causes of absence.

a. Illness and Accidents

It is generally agreed that the major cause of involuntary absence is sickness.

The U. S. Public Health Service reports show that in 1940 the frequency of sickness and nonindustrial injuries lasting more than 8 days was 153 per thousand for women as compared with 96 per thousand for men. For 1941 the number of cases per thousand women was 163 as compared with 101 cases per thousand men.

For illnesses of short duration the excessive sickness rate for women is even more marked. One company reporting to the Public Health Service, for example, found that the annual rate of sickness of 1 day or longer was 1,561 per thousand women, and 894 per thousand men.

In addition, where both husband and wife are working, sickness among family members or children usually means that the wife rather than the husband remains at home to provide care.

b. Fatigue

Fatigue due to continuous work with too little time for rest and relaxation is a direct cause of absenteeism. The worker takes time off to rest up, sometimes preventing serious sickness or nervous exhaustion later.

Long working hours inevitably cause fatigue. Night work makes it difficult for the worker to get sufficient rest. The 7-day week is particularly harmful. A General Motors study showed that absenteeism was greater where the work week was changed to 7 days of 7 hours each than it had been when the workweek was 5 days of 10 hours each. One day off per week is essential to keeping down fatigue.

Working conditions in some plants, poor eating facilities, inadequate lighting and ventilation, increase fatigue. In some plants insanitary, crowded, and poorly kept restrooms contribute to dissatisfaction and uneasiness of women workers.

Transportation difficulties, long hours spent in travel at the beginning and end of the working day, crowded buses and streetcars and the necessity of standing for journeys of 30 minutes or more, all have been found to add to the worker's fatigue.

When the worker is a woman with home responsibilities so that her workday does not end at the factory, fatigue is immeasurably increased.

c. Home Responsibilities

Many women employed in industry also carry the major burden of running the home. This is even more true of married women who are entering industry for the first time under pressure of the war emergency.

Home responsibilities, which many such women must undertake, include marketing, cooking, care of children, house cleaning, laundry, shopping, and numerous miscellaneous chores. All these must be done in the worker's time away from the job, and contribute to absenteeism.

d. Housing Shortages and Transportation Difficulties

Makeshift housing such as trailers, tents, and frame shacks cause inconvenience and unrest among workers, so that they spend time looking for new quarters, Insanitary conditions also lead to sickness.

Crowded housing facilities around many war plants often make it necessary for the worker to live an unreasonably long distance from the plant, and indirectly result in absenteeism.

e. Other Causes—Voluntary Absenteeism

Some causes given by employers and others who regard most absenteeism as deliberate and intentional are: High wages, making full-time work unnecessary; drunkenness; fishing; movies, and other diversions.

Some causes of absenteeism advanced by labor unions are: Inefficient management; lack of planned production; lack of good supervision; poor factory morale.

III. Methods of Reducing Absenteeism

In general, methods for reducing absenteeism may be classified in two main groups: (a) Direct appeal to the worker, through disciplinary action or otherwise; (b) Indirect cooperation with the worker by furnishing increased facilities and otherwise helping him carry his responsibilities. To date, discipline has been the most usual method in this country. Cooperation of the employer and community in solving the worker's problems has proved to be a successful method in Great Britain and is receiving increased attention here.

a. Direct Appeal to the Worker

1. By the employer:

(a) Discipline
Nearly all employers interviewed by Women's Bureau field agents used disciplinary methods to reduce absenteeism. Some methods tried are penalty layoffs; probation; low-pressure follow-ups, such as home visits by personnel workers; telegrams and telephone calls to absent workers; removing the time card from the clock and substituting a warning card instead; requiring the worker to fill out a questionnaire; posting public record of absences; loss of annual vacation.

(b) Reward
Departmental contests for the best attendance; award pins and certificates; use of attendance records as basis for promotion and transfer; naming manufactured products for the worker with the best attendance record; attendance bonus.

(c) Personnel policies
Many companies are adapting their personnel policies to meet the growing problem of absenteeism. One method is to have someone who is capable of an understanding and sympathetic approach to the workers' problems interview workers who return to the job after an unauthorized absence.

The Secretary of Labor has recently suggested to employers that centralization of authority and adoption of a definite system of handling absences would help solve the problem in each plant. The Secretary's recommendations are: (1) Place one person in charge of absences, (2) Have untoward absences reported to him, (3) Analyze the causes of absences, (4) Discover which ones management, or labor, or both, can remove, (5) Keep absenteeism records which are standard with those kept by other factories.

2. By the unions:

Methods reported include use of pledge cards for members; investigation of absences; personal interviews of chronic absentees; withholding of Sunday double time; work through labor management committees.

b. Cooperation in Meeting the Worker's Problems

Exhortation and ohter direct appeals to the worker are inadequate remedies for the problem of absenteeism because they do not correct the cause of the trouble. Problems facing women workers must be met by cooperation of employers and the community.

1. What the Employer Can Do:

(a) Working hours

(1) Moderate working hours for all workers: The 8-hour day and 1 day off in 7 should be the standard for all workers to prevent fatigue. Women's Bureau agents reported that one company had almost no absenteeism after they went on a 5-day week.

(2) Planned hours of work: Where women have many outside responsibilities, the employer should arrange working hours to fit the worker. Not all women can observe usual factory hours and rigid shifts.

(3) Part-time work: In England, part-time work has proved successful for women with home responsibilities. In December 1942, part-time workers in Great Britain numbered 500,000.

a. Shift schedules

Hours of shifts are adjusted as far as possible to suit the individual having the care of a home and children.

Schedules for part-time work which have proved to be satisfactory are:
2 part-day shifts; 7:30, 8, or 8:30 a. m. to 12.
12:30, 1, or 1:30 p. m.
1, 1:30, or 2 p. m. to 5, 5:30,
6, 6:30, or 7 p. m.
Reduced day: 9 or 10 a. m. to 3, 4, 4:30, or 5 p. m.
Part-of-week working: 2, 3, or 4 days a week,
sometimes on alternate days.
Evening shifts: 3, 4, 5, 5:30, 6 p. m. to 8, 9,
9:30, 10 p. m., or midnight.
Week-end shifts
Relief shifts
Rush-hour shifts.

b. Suggestions for using part-time workers
(1) Keep the part-time section separate.
(2) Select work that can be finished in a single work period, or jobs of a repetitive nature that can be put aside until the next work period without interfering with production. (Containers should then be provided for storing the work.)

(4) Night work: Family responsibilities and care of children should be taken into account in assigning night work. Shifts should not be rotated too frequently, as the worker must have an opportunity to adjust to the change in sleeping and eating habits.

(5) Holidays and vacations: An annual vacation of at least one week is a physiological necessity. Though American industry has discontinued the practice of granting public holidays in the war period, it is notable that Great Britain has recently restored this practice and will give all workers a 3-day holiday four times a year.

(b) Plant facilities
The employer has a direct responsibility to safeguard the worker's health through: adequate safety devices; first aid and medical treatment; change houses for workers who handle toxic substances or work in hot and humid atmospheres; annual physical examinations; hot meals in the plant; lunch facilities; time for lunch.

The employer should provide well-kept and adequate restrooms, and should give employees at least two 10-minute rest periods each day in addition to the lunch period, during which the worker can leave the workroom.

(c) Transportation
Many employers have organized "car pools" so that workers will have better transportation. Some war plants operate their own buses where other transportation is inadequate. Staggering of working hours for each shift also eases the transportation burden.

(d) Morale
The employer has a major responsibility to maintain workers' morale. This can be done in many ways. Each worker must know the importance of his own particular job and its relation to the whole enterprise. Organized recreation, even by private facilities, has proved successful, such as bowling teams, etc. In England, an effective method of maintaining morale is to grant time off to women whose husbands are home on furlough.

2. What the Community Can Do:
Any steps taken to lighten the woman worker's double load of factory work and housekeeping, or to improve her living conditions, will indirectly reduce absenteeism. Some of the methods found satisfactory in Great Britain which might be useful here are the following:

a. Time off for shopping:
One afternoon a week is allowed in many British plants, or in some cases 1 or 2 hours twice a week. Some firms have a relief worker who takes over as the regular workers take their turns at shopping.

The Women's Bureau has reports of some war plants in this country that now maintain a mobile utility working force used as fill-ins for absent workers. However, no such plan appears to be in use for absences excused in advance.

b. Shopping certificates:
The British have worked out a system by which the worker can leave a "priority certificate" or a written order on the way to work, to be picked up at the end of the day or later in the week, so that the worker gets her share of rationed and unrationed goods. "Buyer certificates" are also used so that friends of workers can do their shopping for them.

c. Change in business hours:
In some areas both here and in Britain, stores are kept open later than normal to allow workers to shop in the evening. There is need for access to professional services at other than the established hours. Workers who must visit dentists, doctors, and lawyers usually must take time off from work.

d. Communal food services:
The British Government has recognized the importance of factory food service and may require any manufacturers employing more than 250 workers on war production to provide canteens. Many plants in this country lack satisfactory food facilities where hot meals may be purchased at reasonable cost.

British Restaurants, which is the term used for emergency eating centers, furnish food at nominal cost to the general public. Many families make use of these restaurants for meals outside the home.

e. Day care of children:
Adequate provision to meet this need is an immediate requirement if absenteeism among married women homemakers is to be reduced.

f. Improved housing facilities:
In some areas workers are living in trailers, tents, and hastily constructed wooden shacks. In rooming houses, beds are occupied by workers in rotation, and highly insanitary conditions are reported. Communities can do much to relieve unsatisfactory housing conditions.

U. S. Department of Labor
Women's Bureau
Washington

March 11, 1943

WOMEN'S WARTIME OCCUPATIONAL HAZARDS

I. Industrial Accidents Among Women

1. The wartime trend in women's accidents

2. Special accident hazards to women
   (a) Women as inexperienced workers
   (b) Work-clothing problems
   (c) Adaptation of machines, benches, seating arrangements to women replacing men
   (d) Handling materials
      Maximum weights for lifting and carrying
      Engineering the heavy work out of the job
      Training the new worker in lifting and handling

II. Industrial Health Problems of Women

1. Increased exposure to harmful substances

2. Special war problems of control
   (a) Present validity of standards established under peacetime conditions

3. Increased exposure to harmful conditions

4. Special problems of certain war occupations

Women's Wartime Occupational Hazards

I. INDUSTRIAL ACCIDENTS AMONG WOMEN

1. The wartime trend in women's accidents is upward. American and British figures show great increases in injuries to women.
   a. Working-machine accidents to women in Illinois increased 65 percent in 1941 over 1940.
   b. Wisconsin injury reports show increases from January to December 1942 of 90 percent. Accident increases were greater than employment increases.
   c. Michigan reports of injuries disabling at least 8 days showed an 82 percent increase July to December 1942 as compared to January to June 1942.
   d. British figures show rises of 90 percent in women's accident rates in 1941 over 1938.

2. There is need for more complete statistics on which to base prevention programs.
   a. Most States do not compile injury data separately for women.
   b. No State has a basis of woman employment or woman hours of work on which to find frequency rates.

3. Women war workers have special accident problems.
   a. The assimilation of great numbers of women never before employed and great numbers who have shifted to new war jobs means a large body of inexperienced workers needing safety education.
      (1) Education should be on a nonproduction basis so the speed factor will not increase hazards of the job.
   b. Women's ordinary street clothing is not safe for factory work.
      (1) Headwear should be worn by the machine operator, enclosing all the hair and should be of sufficient height and stiffness not to catch in revolving parts. Hard hats should be provided if falling objects are a problem, e. g., shipyard work.
      (2) Work garments should meet safety and comfort requirements of the job. Such requirements include: (a) Freedom of movement; (b) Simplicity of design - no frills, loose cuffs, belts, collars, ties, etc., to catch on moving parts; (c) Special features where the job requires it (tapered legs for climbing, lattice pockets for powder work); (d) Well-fitted garments.
      (3) Work shoes.
         (a) All should be low-heeled and well-fitting.
         (b) For workers handling materials weighing over ½ pound a safe-toe shoe should be supplied.
         (c) High shoes should be provided for heavy welding.
      (4) Jewelry has no place in the factory.
      (5) The method of presenting and enforcing clothing rules is important.
         (a) Employees should have voice in choice of garments.
         (b) Employees should understand purpose of rules.
         (c) Leaders among girls may be chosen to try out new safety garments.

c. Adaptation of working environment to women is necessary.
   (1) Women's average height is 5 inches less than that of men.
   (2) Women's reach is less than men's.
   (3) Women's fingers and hands are smaller.
   (4) Constant standing is more difficult and harmful for women than men. Women are more susceptible to varicose veins.
   (5) Adjustments may include wooden platforms, lowering benches, installing adjustable seats, changing position of machine controls, adding guards to machinery.

d. Handling material may have special hazards for women.
   (1) Women cannot lift so much as men.
      (a) Women average about half the muscular strength of men.
      (b) Experience shows that the average woman should not lift continuously over 25 pounds (10 lifts or more per hour). (Employment for heavy work should be on the basis of careful physical examination.)
      (c) Heavy lifting and carrying should be done by machine power.
      (d) Women should be taught safe methods of lifting.

II. INDUSTRIAL HEALTH PROBLEMS OF WOMEN

1. Studies show increased exposure of women to harmful substances such as lead and its compounds benzol and other solvents, mercury, radium, carbon monoxide, TNT, and to dermatitis producers such as tetryl, fulminate of mercury, cutting oils and compounds.
   a. Medical and engineering methods of control should be fully used to prevent occupational disease. Such methods may include periodic physical examination; exhaustion of dusts and fumes from the air, with periodic tests to keep concentration below safe limits; provision of personal protective equipment as required; provision of suitable washing and bathing facilities, and so forth.

2. War industry has brought increased exposures to harmful conditions.
   a. Women are working under conditions of extreme heat and extreme cold. Special attention should be given to (1) clothing for the work; (2) prevention of exhaustion by such means as special rest periods, special nourishment, special medical care.
   b. Women do much fine work, such as fine inspection, that may cause eyestrain. Special attention to lighting, the provision of magnifying glass to work under, preemployment eye examination, aid in preventing eyestrain.

3. The war has brought special problems of control. The following are examples:
   a. Restrictions on the use of tin have caused an increase in the amount of lead in solder. A higher temperature is required. No appreciable lead hazard was present under the old system; now girls soldering should have full protection against the respiration of lead fumes.

b. Subcontracting radium painting in small shops in many States is making difficult supervision and enforcement of safety rules for this dangerous occupation.

c. Dermatitis causes a high percentage of women's disabilities due to occupational exposure. Oil dermatitis is a particular problem with the increase in women on machine tools. The use of oil containing chlorine compounds has caused a particularly serious chloracne that may permanently disfigure and have serious systemic results as well.

(1) Facilities for personal cleanliness are of prime importance in prevention. Protective clothing and protective ointments may also be useful.

4. Wartime conditions make it questionable whether fume and dust concentrations in the air considered safe in peacetime continue to be safe limits.

a. War factors lowering resistance to occupational disease include:

(1) Increased hours
(2) Short lunch periods
(3) Pressure for production
(4) Overcrowding
(5) Makeshift washing facilities
(6) Too little time for washing
(7) Other fatigue factors, such as lack of correct seating, and so forth.

5. Expansion of women's employment in certain jobs raises special problems. For example

a. X-ray operation: The increasing use of the X-ray industry to detect flaws makes it important that correct personal protective equipment be provided operators and that machines be sufficiently guarded.

b. Radium dial painting: Specific and detailed standards have been established to prevent absorption of harmful rays by operators. These include special storage facilities, good housekeeping, glass shields, over work, individual exhausts, special washing facilities, careful selection and training of workers and periodic examination of workers.

c. Welding:

(1) Danger of burns makes essential special consideration of clothing and personal protection adapted to women.

(2) Protection from fumes is essential. For example, welding or cutting metal painted with lead paint exposes the welder to lead. Coatings on rods may include silicon dioxide, aluminum oxide, titanium dioxide, calcium, magnesium and sodium oxide, iron, manganese, calcium fluoride, and carbon dioxide. Little information is available on the toxicity of these coatings when volatilized. Oxy-acetylene torches may generate nitrous fumes. Welding on stainless steel is particularly dangerous.

(3) Widespread belief that exposure to arc welding may have harmful effects on the reproductive organs, even causing sterility, seems to be without basis. Unless exposure includes lead or other heavy metal no effect should be anticipated. The Women's Bureau has information on this subject from a number of industrial hygienists.

(4) Adequately protected grinding occupations are no more harmful to women than to men.

(5) Operation of pneumatic tools. Some special consideration should be given to the effect on women of constant jarring and terrific noise involved in operating pneumatic chippers, riveters, etc.

Conference file

March 11, 1943

U. S. DEPARTMENT OF LABOR
Women's Bureau
Washington

NOTES to go with
BASIS FOR DETERMINING JOBS ON WHICH
WOMEN CAN BE EMPLOYED EFFECTIVELY IN WAR INDUSTRIES

In peace time industries women workers are one to four. In war industries they are as yet only one to five even where they have been employed in greatest numbers, as in aircraft, especially the manufacture of air frames; in small arms weapons and small arms ammunition; in sighting and fire control equipment; and in the electrical industry. Women then can be employed more extensively in war plants than they are at present.

While women can and do work on a great variety of war jobs, it is not enough to say that a woman operates a lathe, for example. The size of the metal part to be made on the machine, and the way the machine is fed is more important than the type of machine she operates. In general women are smaller, and have less physical strength than men. Therefore they are best suited to work on the smaller machines, to work on machines that make small parts, and to work on machines where parts are fed or handled by conveyors, hoists or other mechanical equipment that will take the weight. Women can do almost any type of job that does not require heavy lifting.

Since machines and jobs have always been evaluated in terms of men's capacities, it is necessary in placing women in war industries to keep in mind their smaller stature, their lesser physical strength, and the fact that they are more affected than men are by extremes of heat and cold.

The type of job a woman can do depends much on her past experience. If she knows how to read blue prints, and has had training and experience in operating machines, she can tackle a machine job beyond anything an inexperienced housewife could be given. But after women have gained experience in a war

industry job, they should be upgraded to more difficult work.

Selection of women for war industries should be done on an individual basis, because ability to do any kind of work depends on the individual. Various tests help determine this ability such as dexterity and ingenuity tests, height, strength and general health, emotional stability and age. Some women at forty-five are younger and stronger than some at thirty. Only when employers learn that these are individual matters shall we get better placement.

March 11, 1943

U. S. DEPARTMENT OF LABOR
Women's Bureau
Washington

BASIS FOR DETERMINING JOBS ON WHICH WOMEN CAN BE EMPLOYED EFFECTIVELY IN WAR INDUSTRIES

I. Introduction - Typical jobs on which women are now employed:

Operating standard machines such as drills, mills, lathes, grinders, sewing machines, shapers, gear machines, punch presses, and special-purpose machines for ammunition and other industries

Burring, filing, and bench cleaning and finishing

Welding

Riveting

Assembling - All types of light sub and final assembly by hand and machine, including the wiring, soldering, and assembling of electrical equipment

Hand and machine operations on loading ammunition

Painting, packing, labeling, etc.

Inspection - incoming parts, process, and final

Factory service - such as crane operaters, truck drivers, oilers, guards, etc.

Production service in planning, routing, and controlling operations

II. Factors to be considered in evaluating jobs which are suitable for effective employment of women:

A. The nature of the job:
   1. Operations included
   2. Weight of materials, tools, fixtures, and length of operation cycle
   3. Mechanical equipment for eliminating strains such as the extent to which conveyors, hoists, and helpers are available for heavy parts

B. Skill required (including training and experience)

C. Working conditions and surroundings:
   1. Temperature, moisture, and ventilation
   2. Work place and posture
   3. Hazards

III. Selection for and assignment to jobs considering employee's qualifications, such as—

A. Dexterity

B. Ingenuity

C. Height

D. Strength and general health

E. Emotional stability

F. Age

(WO-43-229)

U. S. Department of Labor
WOMEN'S BUREAU
Washington

TYPICAL OPERATIONS ON WHICH WOMEN ARE EMPLOYED IN WAR PRODUCTION

Code A - Women now used extensively
B - Women now used to some extent
C - Women now only used to a slight extent

The number of women could be increased in the above categories if further training were given either by job in-plant training, or preemployment or supplementary courses (the National defense training program), and subsequent upgrading.

Women are usually machine operators, doing semiskilled and repetitive work, but they are to a greatly increasing extent being trained on skilled operations and instructed to set up their own machines.

OCCUPATION	
MANIPULATIVE SKILLS	
Operating machines	
Drill presses - single and multiple spindle	A
Milling machines - light and medium, and micro machines	A
Light turret lathes and hand screw machines	B
Bench and watchmakers' lathes	A
Grinding machines (surface, cylindrical, and internal)	B
Gear shaping, cutting and hobbing machines	B
Light punch and forming presses	A
Miscellaneous machines: Profilers, shavers, nibblers, shapers, routers	B
Automatic screw machines	C
Woodworking machines: Saws, sanders, shapers, profilers	C
Nailing machines	C
Power sewing machines	A
Optical and opthalmic glass grinding and polishing	B
Burring, polishing, lapping, buffing, etc. on lathes, drill presses, polishing jacks, and other machines	A
Hand finishing machined parts by filing, burring, lapping	A
Hand gluing (for example, of plywood parts)	C
Sheet metal forming and riveting	B
Welding	
Acetylene and torch	B
Electric arc	C
Spot	B
Soldering	A

Over

I. MANIPULATIVE SKILLS Cont'd.

Electrical work - wiring and assembling parts, winding coils and armatures, soldering, taping, etc.	A
Assembly - all types of light sub and final assembly(often requiring the use of hand tools as pliers, mallets, screw drivers, files, electric drills, bench assembly machines, and riveting presses)	A
Artillery ammunition loading (bag and shell loading, fuzes,primers,etc.)	A
Operations on bullets, cartridge cases, and primers in small arms ammunition	A
Servicing and repairing of planes at air depots (ground mechanics)	B
Painting	
Spray painting small parts and products	B
Touch up and hand finishing	A
Radium	A
Stenciling, masking before painting, racking and unracking	A
Shipfitters and loftsmen	C

II. INSPECTION

Visual	A
Gage, micrometer or caliper (sometimes with blueprint reading)	A
Calibrating	B
Checking and testing raw materials, stock and salvage parts	B

III. PACKING - labeling, etc. B

IV. FACTORY SERVICE

Production planning, routing and control	C
Draftsmen and tracers	C
Factory clerks (timekeepers, stock record clerks, etc.)	B
Tool crib and stockroom attendants and dispatchers	B
Crane operators	C
Guards	C
Electric truck drivers, intra-plant loading and hauling	C

V. SUPERVISING (foreladies, leadwomen, group leaders) C

VI. TRAINING (in-plant) C

VII. PERSONNEL RELATIONS

Personnel administration (director, assistant director, assistant)	B
Employment - interviewing and hiring	B
Nursing	A
Welfare	A

March 11, 1943
Afternoon Session

U. S. Department of Labor
WOMEN'S BUREAU
Washington

In the interest both of production and of the health, safety and efficiency of women workers in war industries, the 48-hour week is still recommended by the Women's Bureau of the U. S. Department of Labor as the optimum, except during temporary emergencies arising from plants' need to meet ~~planet~~ production schedules.

With a woman labor supply sufficient to relieve manpower shortages, except in a few critical areas, the situation in regard to production has not become so acute as to call for blanket suspension of the 48-hour standard for women, it is pointed out. Experience has proved that ~~fro~~ for workers operating under pressure over a long period, the 48-hour week leads to the maximum continued output of every individual. Longer hours cause undue fatigue and are conducive to illness, accidents, and absenteeism.

The power to grant exemptions to State hour regulations for women during temporary emergencies has been placed in the hands of State labor commissioners in most States. Such practice is endorsed by the U. S. Department of Labor as a safe and sound procedure whereby the situation can be adequately controlled by State labor officials, through investigation and granting of certificates to employers reporting real need of wo working hours for women in war plants longer than the maximum permitted by the State law.

Attached is an outline of the hour laws for women in manufacturing in 13 States and District of Columbia represented at the conference.

U. S. Department of Labor

For immediate release,

Wednesday, March 10, 1943.

State Labor Department officials from New York, New Jersey, Ohio, Pennsylvania, Rhode Island, Massachusetts, Michigan, Delaware, Maryland, New Hampshire and the District of Columbia will attend a conference here tomorrow and Friday to discuss employment of women in war industries with Secretary of Labor Perkins and other Labor Department and Federal officials.

Miss Perkins will open the conference with a talk on the Employment Outlook for Women Workers. The Hours of Work of Women Workers, covering current legislation relating to hours of women's employment, will be discussed Thursday afternoon.

British Labor During the War will be the topic of the Thursday evening session, with Dr. Isador Lubin, Commissioner, Bureau of Labor Statistics, and A. McD. Gordon, Labor Attache of the British Embassy, the speakers. A "fashion show" of safety clothes for women war workers will also be presented at the Thursday evening session.

"Industrial Safety and Health Standards for Women Workers" and "Adjustments in Home and Factory to Reduce Absenteeism and Increase Production of Women Workers" will be discussed Friday.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

March 5, 1943

MEMORANDUM

TO: Louise Stitt

FROM: Mary V. Robinson

RE: Exhibits at the March 11 - 12 conference.

1. Mr. J. P. Wilson in charge of Department of Labor Exhibits Section is cooperating in planning and installation of exhibit material. He was to contact Mrs. Beyer, Mr. Davenport and Miss Fredericksen as to availability of exhibit material and literature on women in industry from their agencies.

2. Mary Robinson contacted the Bureau of Publications and Graphics of the OWI as to whether it had exhibits on women. Miss Pauline Ehrlich, assistant to Mr. Francis Brennan, director of the Bureau, reported "no exhibits on women." Mr. Roy Stryker in charge of photographic section, said that his section had too "little money" to enable him to send exhibits except to big expositions, but that he might be able to send some posters.

3. A special departmental display of appropriate literature on women workers will be a central feature in the ante-room to conference room.

4. Women's Bureau exhibits include the following:

   a. A set of about 30 enlarged photographs (poster size, 20" x 27") of women engaged in a variety of occupations in key war industries. ~~A set~~ of photos (8" x 10") of women in shipyards ~~with descriptive captions.~~ These photos will be displayed in frames in ante-room. (with descriptive captions)

   b. Two enlarged photos (50" high) cut-outs of women workers, to be mounted on ply-wood and displayed in conference, one on each side of speakers' platform.

   c. A fashion show of women's work clothes to be staged at the dinner with Secretary Perkins as the Commentator. Living models will be used to show about a dozen different types of work clothes and such safety accessories as aprons, gloves, gauntlets, goggles, masks, helmets, etc., that are used for various occupations. The commentary will stress good features and also any that are not completely satisfactory.

   d. On March 12 the work clothes and accessories will be displayed in the ante-room, with descriptive cards, giving opportunity for closer examination of garments, and materials of which they are made.

5. Mr. Fitzgerald will be in charge of publicity and suggestions for such should be made to him.

Possibilities -

a. Advance story on conference, with notices to papers of States represented.

b. Stories on the several sessions to key news agencies and papers.

c. Photographs of the fashion show and Sunday feature story. (Possible cooperation of OWI).

d. News reel of fashion show. (Possible cooperation of Motion Picture Bureau, OWI of which Mr. Lowell Mellett is director.).

March 10, 1943

MEMORANDUM

TO: Miss LaDame

FROM: Miss Gooden

RE: Models for the Fashion Show of Safety Clothing

From the Women's Bureau:

Miss Mary Leach
Miss Leila Valdez
Mrs. Leo Robison
Miss Hattie McCraw
Miss Mabel Rueger

From the Bureau of Labor Statistics:

Miss Pearline Schlinder
Miss Mary Harring
Miss Hilda Calloway

From Wage and Hour and Public Contracts:

Miss Katherine Patton